



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

MISSOURI ECONOMIC & WORKFORCE REPORT

2024



2024 ECONOMIC REPORT

A YEAR OF

GROWTH

The 2024 Missouri Economic and Workforce Report provides a broad overview of Missouri's economy in the last year, tracking a selection of meaningful indicators intended to provide a snapshot of the state's current economic climate.

The data contained in this report largely focuses on economic activity in Missouri during the most recent complete calendar year, using a variety of the most reliable and proven economic and workforce data resources available. Typically, these high-quality sources have some lag in publication due to the sound and thorough methodologies used to ensure accurate and reliable data. Analysis of economic shifts will always rely on these key sources for the most precise representation of the economy, and Missouri will continue to monitor these indicators to assess the state's economic health. It is valuable to have a comprehensive review of the state's economy, even if some of the indicators lag.

Data for 2023 show growth for the state and U.S. economies, with an increase in gross domestic output, income, and employment across many sectors. The state's unemployment rate during 2023 and the first half of 2024 rose slightly, indicating some easing of the tight labor market of 2022. The unemployment rate for the state remained low though, staying below 4.0 percent and less than the national rate. The civilian labor force also grew during the year, with the state's labor force participation rate rising to 63.4 percent in May 2024. Statewide, Missouri's nonfarm seasonally adjusted payroll employment topped just over three million in May 2024, representing an increase of 2.8 percent, or 82,000 jobs, compared to May 2023.

Growth in the state varies depending on region. The Ozark Region had the most rapid employment growth, while the St. Louis Region had the highest wages in 2023. The profiles in this report show the different composition of and opportunities in the regions of the state, along with new regional 2022-2032 industry and occupation projections highlights.

Statewide, employment is projected to grow by 4.3 percent between 2022-2032 based on these latest industry and occupational projections. Industries with the largest projected growth include *Health Care and Social Assistance*; *Professional, Scientific, and Technical Services*; and *Finance and Insurance*. The occupational groups with the fastest projected growth over the 10-year period are *Computer and Mathematical*, *Healthcare Support*, and *Healthcare Practitioners and Technical* occupations.

To track the most current trends between reports, visit the Missouri Economic Research and Information Center website at meric.mo.gov.

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2024 ECONOMIC REPORT

SHOW ME THE FACTS

- Missouri's GDP totaled \$344.12 billion in 2023 in 2017 inflation-adjusted dollars, a 2.2 percent increase from 2022 to 2023.
- Per capita income in Missouri was \$61,302 in 2023, a 6.0 percent increase from 2022. In 2023, Missouri's total personal income was \$379.84 billion, a 6.3 percent increase over 2022.
- Missouri grew at an annualized rate of 1.3 percent to equal \$42.09 billion in growth over the past 10 years, or a 13.9 percent GDP increase overall.
- In 2023, *Service-providing* industries contributed 73 percent, *Goods-Producing* industries contributed 17 percent, and the *Government* sector contributed 10 percent to the Missouri GDP.
- In the past year, most industry sectors experienced a positive growth except *Agriculture, forestry, fishing and hunting* and *Wholesale trade*.
- The *Mining, quarrying, and oil and gas extraction* industry had the largest yearly growth at 18.1 percent. The largest negative yearly growth was in *Agriculture, forestry, fishing and hunting* at -5.8 percent.
- *Information* at 10.1 percent; *Retail trade* at 9.8 percent; *Utilities* at 7.2 percent; and *Arts, entertainment, recreation, accommodation, and food services* at 6.6 percent had the largest positive growth in the past year.
- Missouri's seasonally adjusted unemployment rate in May 2024 was 3.5 percent, an increase from May 2023 (2.9%).
- The annual average not seasonally adjusted unemployment rate for both the nation and Missouri has been declining since 2013, increasing significantly in 2020, and continuing the downwards trend since then, indicating recovery from the pandemic and ongoing economic strength.
- In May 2024, 61.2 percent or 3,011,658 of Missouri's civilian non-institutionalized population, were employed and only 3.5 percent of labor force, or 109,380, were unemployed.
- Missouri's nonfarm seasonally adjusted payroll employment topped just over three million in May 2024, representing an increase of 2.8 percent, or 82,000 jobs, compared to May 2023.
- From 2022 to 2023, all regions grew in employment with the Ozark Region leading at 2.1 percent growth and the Southeast Region experiencing the lowest growth rate at 1.0 percent. Statewide, the employment growth was 2.2 percent from 2019 to 2023 and 1.9 percent from 2022 to 2023.
- The statewide average wage in 2023 was \$61,117. The St. Louis and Kansas City regions had wages higher than the state average, at \$70,041 and \$65,462, respectively.
- The St. Louis Region is the largest, in terms of employment, with over one million employees in 2023. The Kansas City and Central regions had the next highest employment with over 558,500 and over 289,500 employees, respectively.



2024 ECONOMIC REPORT

CURRENT

TRENDS

In 2023, Missouri's economy grew by 2.2 percent compared to the previous year, as measured by gross domestic product (GDP). Nationally, GDP increased by 2.5 percent over the same period. Likewise, Missouri's nonfarm payroll employment grew in 2023 and 2024 so far. Estimates for May 2024 show nonfarm employment in the state increased by 2.8 percent year-over-year, adding 82,000 jobs. The majority of industries in Missouri grew in employment over the year.

In May 2024, Missouri's unemployment rate was 3.5 percent, which was up from 2.9 percent in May 2023, but below the national rate of 4.0 percent. Missouri's civilian labor force totaled 3,121,164 in May 2024, with a labor force participation rate of 63.4 percent. Labor force participation rates have continued to improve in the state.

The majority of Missouri's regions had employment growth from 2019 to 2023. For the three regions with an employment decline over those five years, each decreased by 1.0 percent or less.

In this annual review of the Missouri economy, changes in gross state product, personal income, civilian labor force, unemployment, and employment are analyzed for the current period and more broadly over the last five to 10 years.

Moreover, in this review, special attention is paid to economic regions within Missouri and their diverse workforce and economies.

IN MAY 2024, MISSOURI'S
SEASONALLY ADJUSTED
UNEMPLOYMENT RATE WAS
3.5 PERCENT AND BELOW THE
NATIONAL RATE OF 4.0 PERCENT.

2024 ECONOMIC REPORT

MISSOURI

ECONOMY OVERVIEW



GROSS DOMESTIC PRODUCT (GDP)

Gross Domestic Product (GDP) is the broadest measure of economic activity. GDP measures the value of the final goods and services produced in a region without double counting the intermediate goods and services used up to produce them. Gross Domestic Product by State (GSP) is a synonym of GDP for states, and it measures the value-added from industries in that state for a particular period. In 2023, Missouri's real inflation-adjusted GDP was \$344.12 billion (in 2017 chained dollars), a 2.2 percent increase from 2022 to 2023. Nationally, inflation-adjusted GDP increased 2.5 percent over the same period. The GDP increase from 2022 to 2023 indicates the continuation of economic stability.

All eight neighboring states of Missouri experienced an increase in real GDP from 2022 to 2023. Oklahoma, Nebraska, Kansas, Kentucky, Tennessee, and Arkansas had percent increases greater than Missouri, while Illinois and Iowa had slower growth. The compound annual growth rate for GDP in Missouri for the last five years (2019-2023) was 1.8 percent.

Missouri grew at an annualized rate of 1.3 percent to equal \$42.09 billion in growth over the past 10 years, or a 13.9 percent GDP increase overall.

Several industry sectors experienced a positive GDP growth in the 10-year period from 2013 to 2023. The greatest compound annual growth rate in the past 10 years was in the *Professional and business services* industry at 3.8 percent. Other 10-year top trends included a compound annual growth rate in *Information* at 3.4 percent; *Retail trade* at 2.5 percent; *Educational services, health care, and social assistance* at 2.1 percent; and *Construction* at 1.9 percent.

In the past year, most industry sectors experienced a positive growth except *Agriculture, forestry, fishing and hunting* and *Wholesale trade*. The *Mining, quarrying, and oil and gas extraction* industry had the largest yearly growth at 18.1 percent. *Information* at 10.1

percent; *Retail trade* at 9.8 percent; *Utilities* at 7.2 percent; and *Arts, entertainment, recreation, accommodation, and food services* at 6.6 percent had the next largest positive growth. The largest negative yearly growth was in *Agriculture, forestry, fishing and hunting* at -5.8 percent.

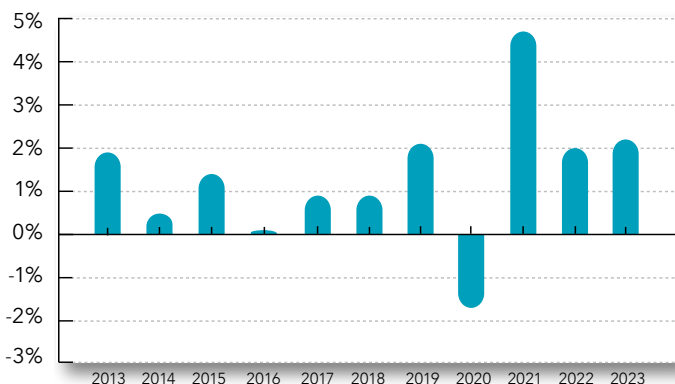
In 2013, Missouri produced \$264.73 billion in private goods and services-producing industries, whereas in 2023, Missouri produced \$308.18 billion in private goods and services-producing industries. In 2023, services-providing industries contributed 73 percent of GDP, goods-producing industries contributed 17 percent, and the government sector contributed 10 percent to Missouri's GDP. In the U.S. in 2023, services-producing industries contributed 73 percent, goods-producing industries made up 16 percent, and the government sector contributed 11 percent to GDP.

In 2023, of the services-providing industry, the *Real estate, rental and leasing sector* contributed 12.5 percent in the state's GDP while *Educational services* contributed 1.2 percent. In the goods-producing industry, *Manufacturing* contributed 12.0 percent and *Mining, quarrying, and oil and gas extraction* contributed 0.3 percent to Missouri's GDP.

Gross Domestic Product by metropolitan statistical area (MSA) measures the percentage of contribution by MSA to Missouri's total GDP. In 2022, the highest real GDP contribution was from the St. Louis, MO-IL Combined MSA (\$178.66 billion), followed by the Kansas City, MO-KS MSA (\$145.95 billion), and the Springfield, MO MSA (\$22.23 billion). The St. Louis and Kansas City MSAs do cross state boundaries, with only a portion of the GDP attributed to each state.

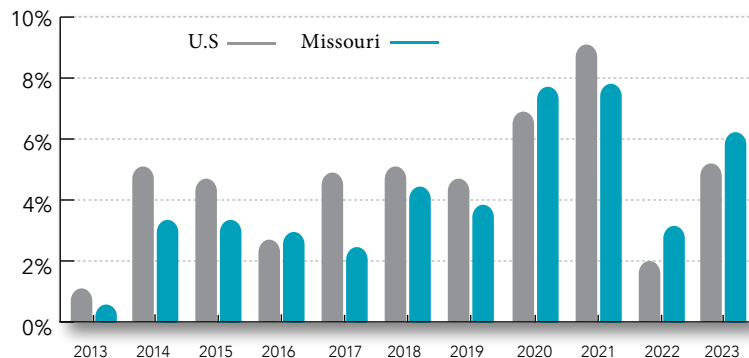
By county, St. Louis County was the leading contributor to Missouri's GDP in 2022 at \$88.66 billion, followed by Jackson County (\$49.96 billion), St. Louis City (\$30.74 billion) and St. Charles County (\$19.43 billion).

Missouri Real Gross State Product Annual Growth Rate



SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, REAL GDP IN 2017 CHAINED DOLLARS

Personal Income Annual Growth Rate



SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, PERSONAL INCOME PER CAPITA

MISSOURI OVERVIEW

TOTAL PERSONAL INCOME

Total personal income includes the wages and salaries of workers and other income received, such as dividends, interest, rent, and transfer payments. Incomes are reported before the deduction of taxes.

Transfer payments are monies paid out by the government to individuals through Social Security, disability insurance, Medicare, unemployment insurance compensation, veterans' benefits, education and training assistance programs (such as Pell Grants), and low-income assistance benefits.

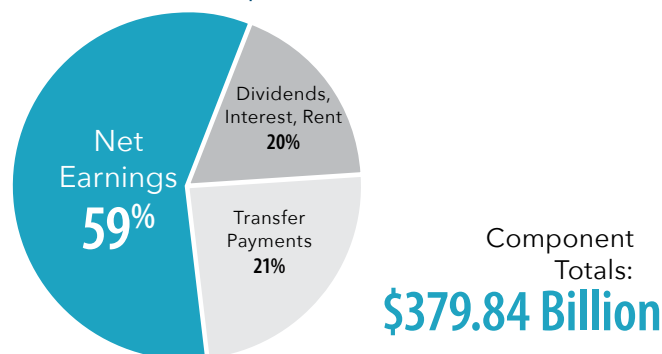
In 2023, Missouri's total personal income was \$379.84 billion, a 6.3 percent increase over 2022. The nation's personal income increased by 5.2 percent to \$22.95 trillion. California led the nation in total personal income, exceeding \$3.13 trillion. Texas, New York, Florida, and Illinois were also in the top five states for total personal income.

Among surrounding states, Missouri had the largest percent increase (6.3%) in personal income from 2022 to 2023. Total personal income in Nebraska increased by 6.1 percent over the year, followed by Tennessee (5.8%), Kansas (5.6%), Kentucky (5.0%), Oklahoma (4.8%), Illinois (4.6%), Arkansas (4.0%), and Iowa (3.7%).

Net earnings accounted for 59 percent of Missouri personal income in 2023. Transfer payments accounted for 21 percent and dividends, interest, and rent accounted for 20 percent. In the U.S., 62 percent of personal income was accounted for by net earnings, 18 percent by transfer payments, and 20 percent by dividends, interest, and rent.

St. Louis County had the highest personal income in the state in 2022 with \$92.5 billion, a 5.9 percent increase from 2021. Jackson County (\$38.09 billion) and St. Charles County (\$26.7 billion) had the next highest personal income, and a 1.2 percent and 4.6 percent increase from 2021, respectively. Morgan County had the largest percent increase in personal income, with an 8.9 percent increase over 2021. McDonald County (7.7%) and Barry County (6.5%) also had large percent increases.

Missouri Components of Personal Income



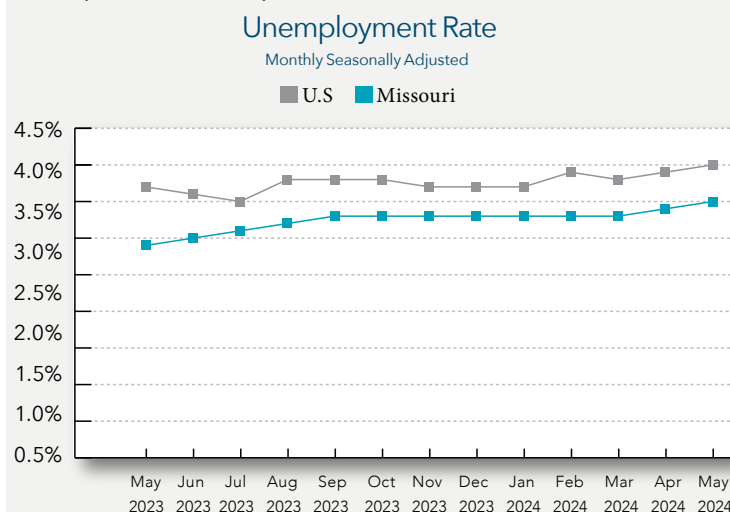
SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, 2023

Per capita personal income is a rough indicator of the economic well-being of an area's residents. Per capita personal income is total personal income divided by total midyear population. The per capita personal income in Missouri in 2023 was \$61,302, a 6.0 percent increase from 2022. Nationally, per capita income was \$68,531, a 4.7 percent increase over the previous year. In this analysis, per capita income is presented in nominal dollars, which means it has not been adjusted for inflation. While the state's per capita income is lower than the national average, so is the cost of living. In 2024, Missouri ranked sixth in the lowest cost of living among all states.

In 2021, St. Louis County had the highest per capita income in the state at \$93,405, followed by Platte County (\$68,510), St. Charles County (\$64,563), and Holt County (\$60,269).

UNEMPLOYMENT

The unemployment rate measures the number of persons out of work but actively seeking employment relative to the civilian labor force. The seasonally adjusted unemployment data over last 12 months (May 2023 to May 2024) shows a stable trend in the unemployment rates both in the U.S. and in Missouri. In Missouri, the unemployment rate ranged between 2.9 and 3.5 percent over the last 12 months while in the U.S. it ranged from 3.4 to 4.0 percent. An unemployment rate of 3 to 5 percent is considered healthy for the economy.



SOURCE: U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS, SEASONALLY ADJUSTED

During 2022, Missouri's unemployment rate reached the lowest rate in the history of the series since collection began in 1976. The unemployment rate has increased, but remains low, an indicative of a tight labor market.

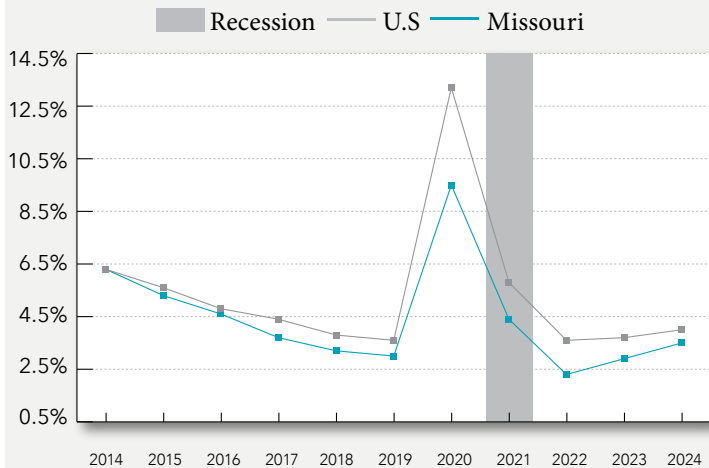
As of May 2024, the nation's seasonally adjusted unemployment rate was 4.0 percent, a slight increase from May 2023 (3.7%) and May 2022 (3.6%). Similarly, Missouri's seasonally adjusted unemployment rate in May 2024 was 3.5 percent, an increase from May 2023 (2.9%) and from May 2022 (2.3%).

MISSOURI OVERVIEW

The annual average not seasonally adjusted unemployment rate for both the nation and Missouri has been declining since 2013, increasing significantly in 2020, and continuing the downwards trend since then, indicating recovery from the pandemic and ongoing economic strength.

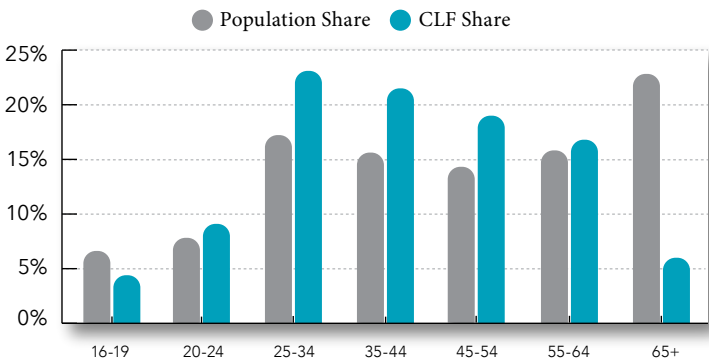
Unemployment Rate

Month of May, Year-Over-Year
Seasonally adjusted Unemployment Rate



SOURCE: U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS

Missouri Population and Labor Force by Age Cohort



SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS, EMPLOYMENT STATUS, JANUARY 2023-DECEMBER 2023 (BASED ON CPS)

Missouri's LFPR reached the highest peak of close to 70 percent in late 1990's to early 2000's. This rate has been declining steadily since 2002, staying close to 64 percent in 2018, 2019, and 2020. May 2020 was the lowest LFPR for Missouri at 59.6 percent, reflecting the impact of the COVID-19 pandemic. Recently, Missouri's LFPR has averaged close to 63 percent, with 63.3 percent in April 2024 and 63.4 percent in May 2024. Missouri's LFPR has been higher than the national average for more than a decade.

CIVILIAN LABOR FORCE

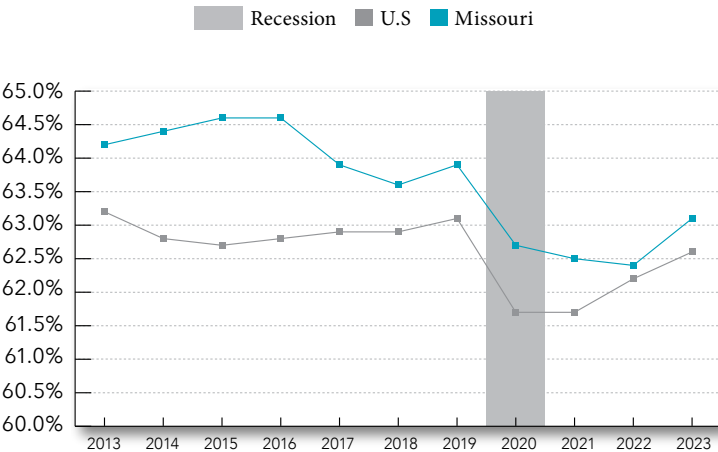
The civilian labor force is defined as the number of non-institutionalized persons aged 16 years and older who are either gainfully employed or are unemployed but actively seeking work. The civilian labor force in Missouri totaled over three million in 2023. In May 2024, Missouri's seasonally adjusted labor force totaled 3,121,164 with a labor force participation rate (LFPR) of 63.4 percent. The LFPR is the ratio of the civilian labor force to the population.

In May 2024, 61.2 percent, or 3,011,658 of Missouri's civilian non-institutionalized population, were employed, and only 3.5 percent of labor force, or 109,380, were unemployed. The remaining portion of the population were either not seeking work or have exited the workforce.

According to data from the U.S. Bureau of Labor Statistics (BLS), in 2023, the 35 to 54 age cohort comprised 29.9 percent of Missouri's population and 40.4 percent of its civilian labor force. The 65+ age cohort made up 22.8 percent of the population and 6.0 percent of the civilian labor force.

The national LFPR peaked in the 1990s at 67 percent, where it seemed to stabilize. However, since 2001 the LFPR has been falling, staying at 62 percent in 2022 and above 62.5 percent in most of 2023 and early 2024.

Civilian Labor Force Participation Rates



SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS

MISSOURI OVERVIEW

NONFARM PAYROLL EMPLOYMENT

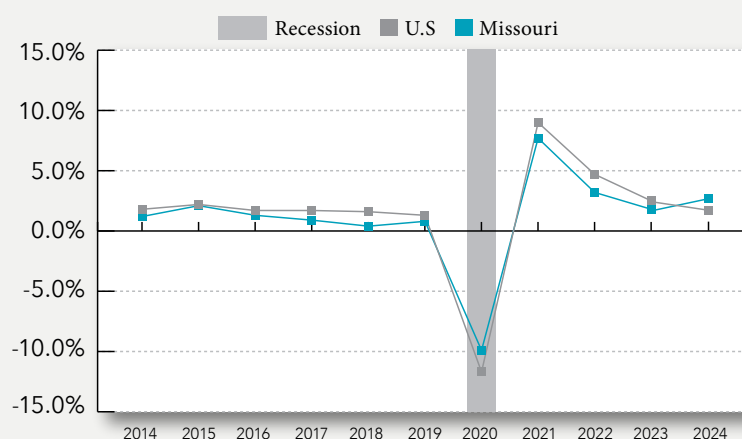
Nonfarm payroll employment is the estimate of employment in the nonagricultural sector of the economy. Payroll employment grew steadily in the 2010s. Following the brief, but significant, economic decline due to the COVID-19 pandemic in 2020, payroll employment has since recovered and continues to grow. In May 2024, national nonfarm payroll employment totaled more than 158.5 million. This was an increase of 1.8 percent compared to May 2023, representing more than two million jobs.

Statewide, Missouri's nonfarm seasonally adjusted payroll employment topped just over three million in May 2024, representing an increase of 2.8 percent, or 82,000 jobs, compared to May 2023. Missouri nonfarm employment followed a similar trend as the U.S.

Not seasonally adjusted annual data shows that from 2022 to 2023, there was 3.53 million nonfarm payroll employment gains (2.3%) nationally and 54,000 (1.8%) in Missouri.

Payroll Employment Annual Growth Rate

U.S. and Missouri Seasonally Adjusted
Nonfarm Payroll Employment
Annual Growth Rate, May 2014 to May 2024



SOURCE: BUREAU OF LABOR STATISTICS, CES, ACCESSED MAY 2024

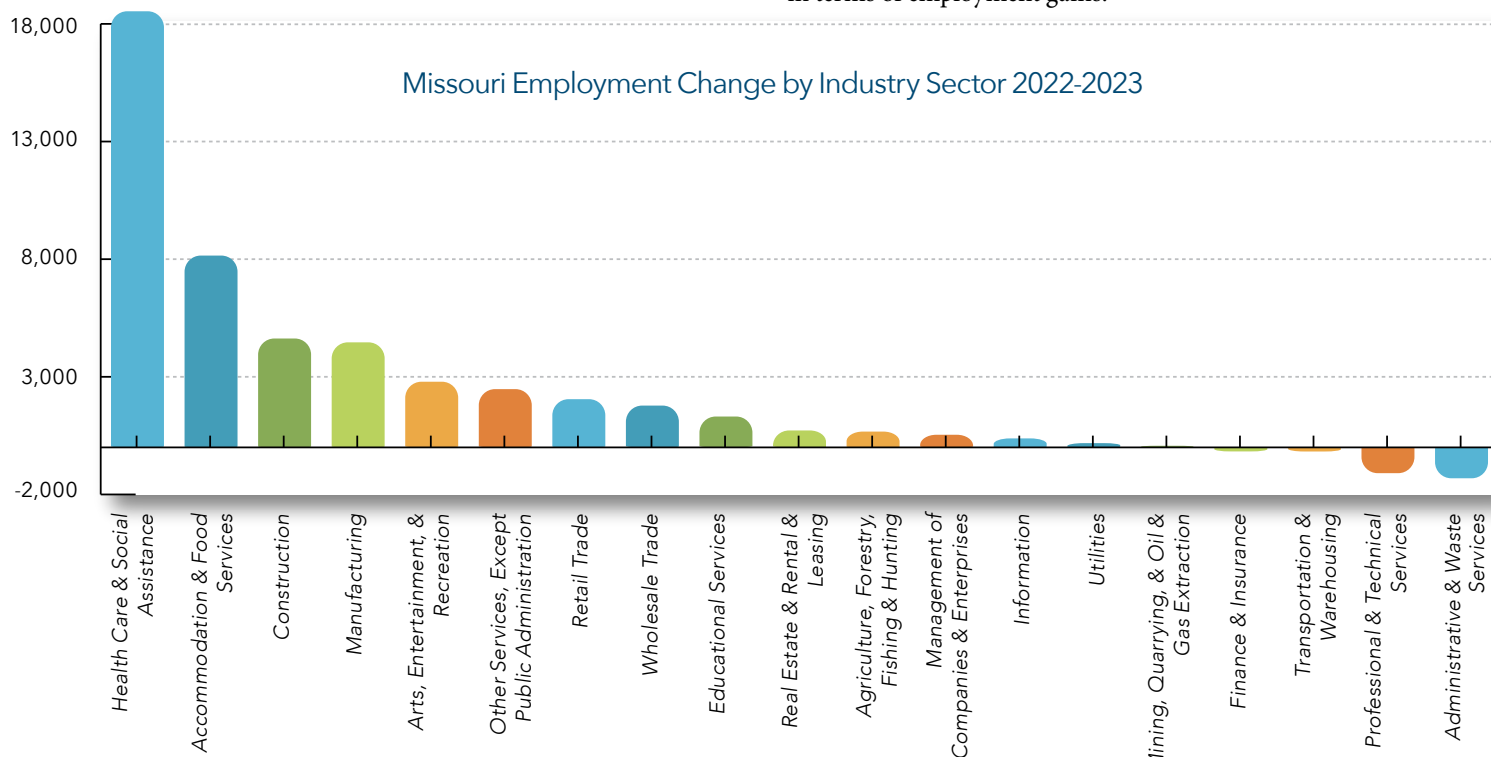
EMPLOYMENT CHANGE BY INDUSTRY

Employment change by industry identifies the types of jobs being created within industries in the state. An increase in the employment indicates a greater need within that industry sector; however, some industries behave more cyclically, growing during economic expansion and decreasing in times of economic slowdown or contraction. An increase or decrease in the industry employment not only helps in identifying the types of occupational job changes that are occurring within the industrial sectors but also in highlighting the industries that are expanding or hiring.

The annual change in employment from 2022 to 2023 shows growth in most industries in Missouri. Missouri industry employment increased by more than 45,000 nonfarm employments from 2022 to 2023. All industry sectors except *Finance and Insurance*; *Transportation and Warehousing*; *Professional and Technical Services*; and *Administrative and Waste Services* gained employment from 2022 to 2023.

The *Administrative and Waste Services* industry sector had the greatest employment decline between 2022 and 2023. *Health Care and Social Assistance* (18,536); *Accommodation and Food Services* (8,153); and *Construction* (4,628) were the top three industry sectors in terms of employment gains.

Missouri Employment Change by Industry Sector 2022-2023



SOURCE: BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT & WAGES

MISSOURI OVERVIEW

LARGEST GROWTH INDUSTRIES

Projected growth by industry help identify future employment needs for an area. Projections indicate that the largest numerical employment growth in Missouri between 2022 and 2032 will be in the *General Medical and Surgical Hospitals; Individual and Family Services; Computer Systems Design and Related Services; Warehouse Clubs, Supercenters, and Other General Merchandise Retailers; and Management of Companies and Enterprises industries.*

MISSOURI INDUSTRIES WITH THE LARGEST PROJECTED GROWTH 2022-2032				
INDUSTRY	EMPLOYMENT		CHANGE 2022-2032	
	2022 EST.	2032 PROJ.	NUMERIC	PERCENT
General Medical and Surgical Hospitals	143,053	158,027	14,974	10.5%
Individual and Family Services	68,719	78,731	10,012	14.6%
Computer Systems Design and Related Services	45,013	54,889	9,876	21.9%
Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	57,209	66,065	8,856	15.5%
Management of Companies and Enterprises	59,607	65,380	5,773	9.7%
Specialty (except Psychiatric and Substance Abuse) Hospitals	15,226	20,915	5,689	37.4%
Restaurants and Other Eating Places	203,397	208,912	5,515	2.7%
Warehousing and Storage	25,020	29,191	4,171	16.7%
Agencies, Brokerages, and Other Insurance Related Activities	33,567	37,511	3,944	11.8%
Semiconductor and Other Electronic Component Manufacturing	8,420	11,802	3,382	40.2%

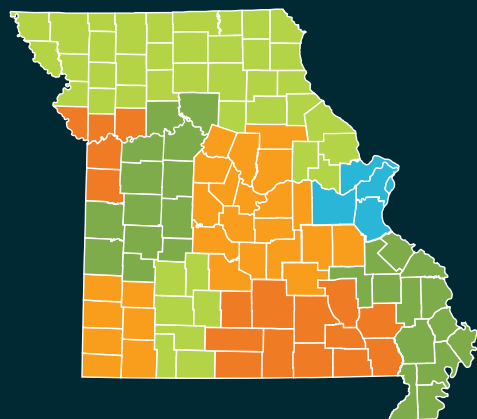
SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™, a variety of occupations have had a high number of job postings in the state from May 1, 2023, to April 30, 2024. *Registered Nurses* had the most online job postings in any category during the last year.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	20,490
Customer Service Representatives	12,380
Laborers & Freight, Stock, & Material Movers, Hand	10,890
Home Health & Personal Care Aides	9,390
Secretaries & Administrative Assistants	9,130
NEXT OCCUPATIONS	
Heavy & Tractor-Trailer Truck Drivers	15,920
First-Line Supervisors of Retail Sales Workers	13,200
Licensed Practical & Licensed Vocational Nurses	11,580
Maintenance & Repair Workers, General	9,030
Sales Representatives, Wholesale & Manufacturing	8,760
LATER OCCUPATIONS	
Registered Nurses	58,290
Software Developers	10,180
General & Operations Managers	9,550
Computer Occupations, All Other	9,050
Medical & Health Services Managers	7,610

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 TO APRIL 30, 2024



2024 ECONOMIC REPORT

REGIONAL ANALYSIS

Missouri has a diverse economy that varies by geography, natural resources, and population. The following section analyzes the various regional economies that contribute to the Missouri's economy. The state is divided into nine regions. These regions were developed using the Workforce Development Areas created by the Workforce Investment Act of 1998 and continued with the Workforce Innovation and Opportunity Act of 2014. For a list of the economic regions used in this analysis and the counties that make up those regions, see the Appendix.

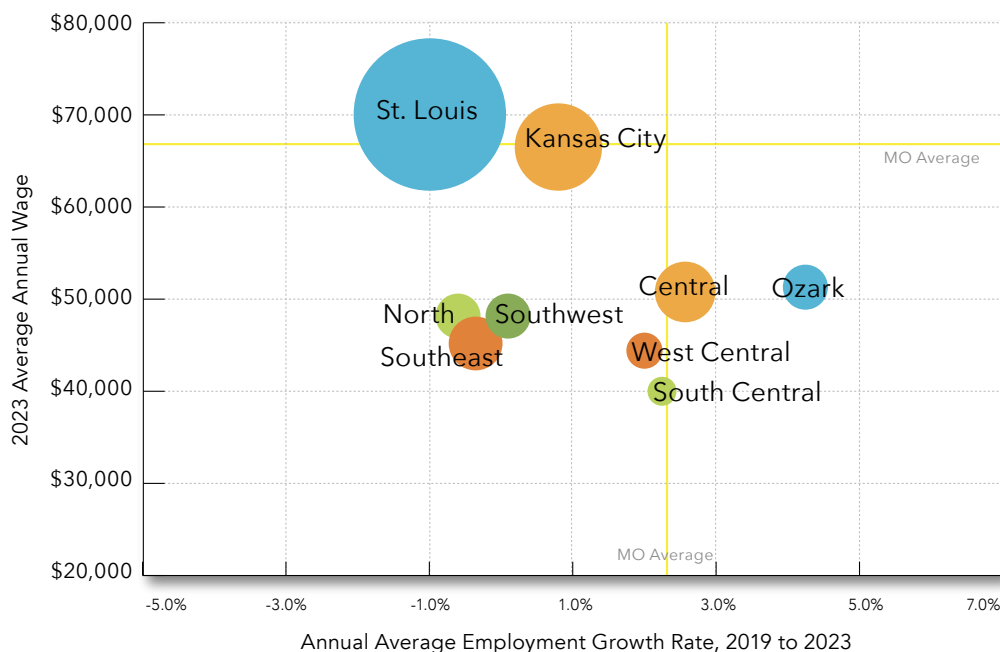
In a snapshot overview of the variations among Missouri's regions, the following graph provides information on the total employment (size of the bubble), employment growth percentage (horizontal axis), and average annual wage (vertical axis) within each region. When comparing 2023 to 2019, a few regions still show a negative employment growth. This negative growth is partly due to the effects of the COVID-19 pandemic in 2020, although the economy is showing continued recovery from it in 2023, as shown by the positive employment growth for all regions when compared 2022 to 2023. From 2019 to 2023, the Ozark Region recorded the largest positive employment growth (4.2%) while the St. Louis Region had the greatest employment decline (-1.0%). From 2022 to 2023, all regions grew in employment, with the Ozark Region leading at 2.1 percent growth and the Southeast Region experiencing the lowest growth rate at 1.0 percent. Statewide, the employment growth was 2.2 percent from 2019 to 2023 and 1.9 percent from 2022 to 2023.

The statewide average wage in 2023 was \$61,117. The St. Louis and Kansas City Regions had wages higher than the state average, at \$70,041 and \$65,462, respectively. The St. Louis Region is the largest in terms of employment, with over one million employees in 2023. The Kansas City and Central regions had the next highest employment with over 558,500 and over 289,500 employees, respectively.

Regional Comparison 2023

Missouri Regional Economic Profiles 2023

Missouri	2,875,020
Central	289,510
North	172,088
Ozark	252,798
South Central	60,453
Southeast	139,137
Southwest	113,878
Kansas City	562,935
St. Louis	1,069,102
West Central	85,747



SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW), 2023

2024 ECONOMIC REPORT

CENTRAL REGION



The Central Region is comprised of 19 counties in the center of Missouri. This region is home to several cities, including Columbia, Mexico, Rolla, Camdenton, Lebanon, and the state capital, Jefferson City.

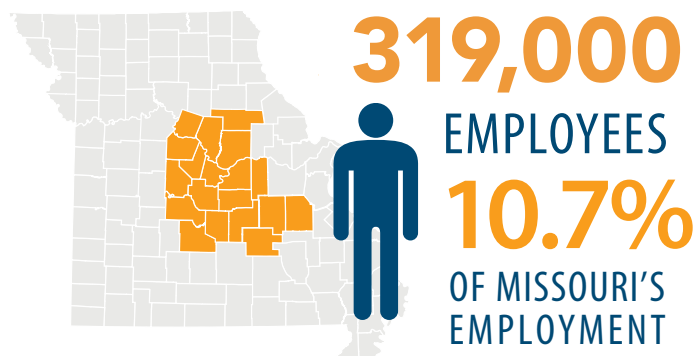
The Central Region workforce had more than 319,000 employees in 2023, making up 10.7 percent of Missouri's employment. In 2023, about 51.5 percent of the workforce was female, and 48.5 percent was male, while the Missouri average was 50.7 percent female and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 2.9 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the Central Region, a trend continuing throughout Missouri and the U.S. In 2023, 23.1 percent of the workforce was age 55 or older, up from 19 percent a decade earlier. It was 23.6 percent for Missouri and 24 percent for the nation.

For the region, 11.9 percent of the workforce was non-white and 3.5 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the Central Region, 6.3 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The Central Region has a slightly higher percentage of the population with a disability compared to the state and nation. For the Central Region, 13.7 percent of the population has a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



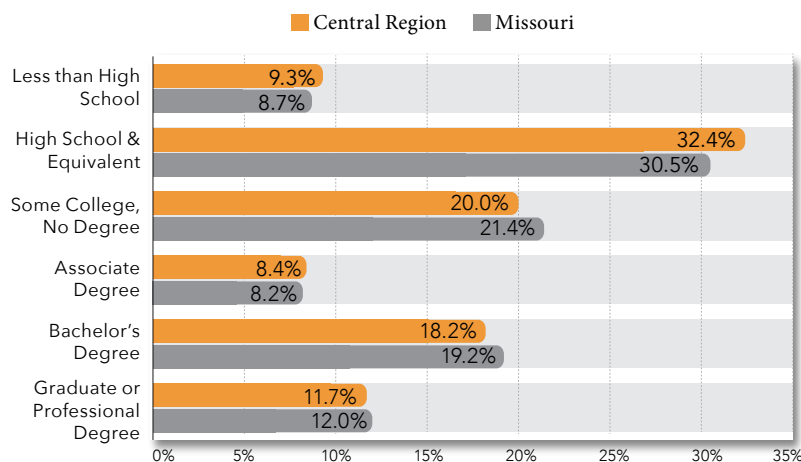
Workforce Demographics

	Central Region	Missouri	United States
Average Monthly Employment in 2023	319,356	2,993,587	161,037,000
Average Unemployment Rate in 2023	2.9%	3.0%	3.6%
Male	48.5%	49.3%	51.3%
Female	51.5%	50.7%	48.7%
Non-White	11.9%	17.5%	24.6%
Hispanic or Latino	3.5%	4.8%	17.7%
Ages 55 and Older	23.1%	23.6%	24.0%
With Disabilities (Ages 18-64)	13.7%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	15.4%	12.3%	11.7%
Language other than English (Ages 18-64)	6.3%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	38.2%	39.4%	43.1%
Veterans (Age 18-64)	5.3%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the Central Region are slightly behind those of the state in regard to bachelor's or advanced degrees. About 38 percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 39 percent for the state and 43 percent for the nation. About 9.3 percent of the region's population age 25 and older had less than a high school education.

Educational Attainment



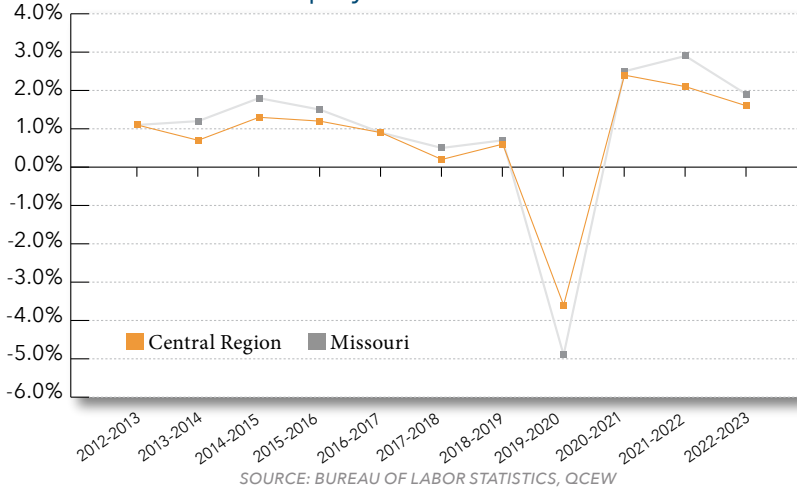
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

CENTRAL REGION

INDUSTRY ANALYSIS

The Central Region averaged more than 294,300 jobs in 2023. The region gained 1.6 percent more employment from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the Central Region averaged 1.1 percent compound annual growth for an overall gain of 5.7 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

Central Employment Annual Growth Rate



Health Care and Social Assistance was the largest industry sector in the Central Region, with over 46,200 jobs in 2023. The industry added 2,626 jobs at a compound annual growth rate of 1.2 percent since 2019. The *Retail Trade* industry continues to be one of the largest employing industries in the region with over 34,300 jobs in 2023, a gain of over 1,600 jobs since 2019.

Educational Services is another large industry with over 31,100 jobs in 2023, an increase of over 2,400 jobs since 2019. *Accommodation and Food Services* and *Manufacturing* are also among the largest industries in the region. *Accommodation and Food Services* gained over 1,500 jobs at a compound annual rate of 1.1 percent from 2019 to 2023. During the same period, *Manufacturing* added 172 jobs at a rate of 0.1 percent. *Public Administration* (-369); *Information* (-86); and *Mining, Quarrying, and Oil and Gas Extraction* (-39) were the industry sectors that decreased in employment compared to 2019.

Central Region Top Employing Industries

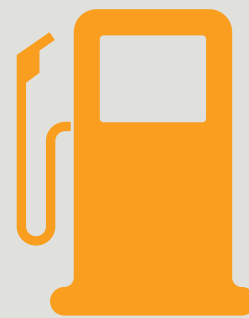
	Employment 2019	Employment 2023	Net Change	2019-2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	43,589	46,215	2,626	1.2%	\$58,344
Retail Trade	32,744	34,392	1,648	1.0%	\$37,176
Educational Services	28,712	31,124	2,412	1.6%	\$55,380
Accommodation and Food Services	29,130	30,707	1,577	1.1%	\$23,328
Manufacturing	28,093	28,265	172	0.1%	\$55,272
Public Administration	26,716	26,347	-369	-0.3%	\$49,104
Construction	13,820	15,540	1,720	2.4%	\$58,164
Finance and Insurance	10,448	12,693	2,245	4.0%	\$72,432
Administrative and Support and Waste Management and Remediation Services	11,083	11,745	662	1.2%	\$43,392
Professional, Scientific, and Technical Services	8,756	9,819	1,063	2.3%	\$67,092
Transportation and Warehousing	7,567	9,198	1,631	4.0%	\$43,872
Wholesale Trade	8,416	8,515	99	0.2%	\$69,828

SOURCE: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Central Region has higher concentrations in *Gasoline Stations and Fuel Dealers*; *Credit Intermediation and Related Activities*; *Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers*; *General Merchandise Retailers*; and *Building Material and Garden Equipment and Suppliers*.



HIGHEST 2023
LQ 2.1

GASOLINE STATIONS AND FUEL DEALERS

2023 Central Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	4,114	2.1
Credit Intermediation and Related Activities	8,118	1.6
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	4,622	1.6
General Merchandise Retailers	8,357	1.4
Building Material and Garden Equipment and Supplies Dealers	3,608	1.4
Motor Vehicle and Parts Dealers	5,114	1.3
Wood Product Manufacturing	1,005	1.3
Accommodation	4,401	1.2
Transit and Ground Passenger Transportation	952	1.2
Printing and Related Support Activities	803	1.1
Nonmetallic Mineral Product Manufacturing	897	1.1
Animal Production and Aquaculture	565	1.1
Food Services and Drinking Places	25,258	1.1
Machinery Manufacturing	2,228	1.0
Nursing and Residential Care Facilities	6,059	1.0

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2023

CENTRAL REGION

Projected growth in industries helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Central Region between 2022-2032 will be in *Educational Services; Food Services and Drinking Places; Administrative and Support Services; Local Government, Excluding Education and Hospitals; Management of Companies and Enterprises; and Ambulatory Health Care Services.*

Central Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Educational Services	31,763	34,447	2,684	8.5%
Food Services and Drinking Places	25,231	27,023	1,792	7.1%
Administrative and Support Services	8,717	10,175	1,458	16.7%
Local Government, Excluding Education and Hospitals	11,099	12,172	1,073	9.7%
Management of Companies and Enterprises	4,208	5,190	982	23.3%
Ambulatory Health Care Services	10,524	11,444	920	8.7%
Credit Intermediation and Related Activities	8,569	9,433	864	10.1%
Social Assistance	7,577	8,373	796	10.5%
Computer and Electronic Product Manufacturing	1,326	2,112	786	59.3%
Hospitals	16,104	16,850	746	0.0%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected annual openings are *Cashiers; Waiters and Waitresses; and Home Health and Personal Care Aides.* *Amusement and Recreation Attendants; Loan Interviewers and Clerks; and Tellers* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks, Restaurant; Miscellaneous Assemblers and Fabricators; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Logging Equipment Operators; Production Workers, All Other; and Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers* are projected to be the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Teaching Assistants, Postsecondary* are projected to have the most openings. *Loan Officers; Substitute Teachers, Short-Term; and Middle School Teachers, Except Special and Career/Technical Education* are the fastest growing Later occupations.

Central Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

CENTRAL REGION

CENTRAL REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Cashiers	8,553	8,459	-9	818	824	1,633	\$27,403
Waiters and Waitresses	★ 5,078	5,451	37	453	636	1,126	\$29,217
Home Health and Personal Care Aides	★ 6,829	7,406	58	569	475	1,102	\$28,891
Stockers and Order Fillers	6,079	6,231	15	383	603	1,001	\$32,056
Retail Salespersons	★ 6,689	6,546	-14	434	524	944	\$30,053
NEXT OCCUPATIONS							
Cooks, Restaurant	3,480	3,731	25	246	294	565	\$30,293
Miscellaneous Assemblers and Fabricators	4,791	4,966	18	207	308	533	\$39,446
Nursing Assistants	★ 3,377	3,591	21	220	273	514	\$35,879
Heavy and Tractor-Trailer Truck Drivers	★ 4,116	4,093	-2	186	240	424	\$47,106
First-Line Supervisors of Food Preparation and Serving Workers	2,503	2,667	16	130	248	394	\$35,292
LATER OCCUPATIONS							
General and Operations Managers	★ 9,517	9,705	19	239	516	774	\$66,769
Registered Nurses	★ 6,896	7,269	37	235	146	418	\$73,759
Teaching Assistants, Postsecondary	2,204	2,392	19	131	136	286	\$31,318
Elementary School Teachers, Except Special Education	3,631	3,939	31	127	124	282	\$46,949
Managers, All Other	2,927	2,932	0	89	122	211	\$80,993

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032 ★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the Central Region, jobs like *Registered Nurses*; *Retail Salespersons*; and *First-Line Supervisors of Retail Sales Workers* topped the number of online job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	2,280
Home Health & Personal Care Aides	1,590
Customer Service Representatives	1,230
Secretaries & Administrative Assistants	1,160
Janitors & Cleaners	890
NEXT OCCUPATIONS	
First-Line Supervisors of Retail Sales Workers	1,520
Licensed Practical & Licensed Vocational Nurses	1,500
Heavy & Tractor-Trailer Truck Drivers	1,350
Sales Representatives, Wholesale & Manufacturing	820
Maintenance & Repair Workers, General	810
LATER OCCUPATIONS	
Registered Nurses	6,860
General & Operations Managers	970
Medical & Health Services Managers	920
Computer Occupations, All Other	790
Postsecondary Teachers	790

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

KANSAS CITY

REGION



The Kansas City Region is comprised of five counties in the west central part of Missouri. The region is home to several cities, including Kansas City and Independence.

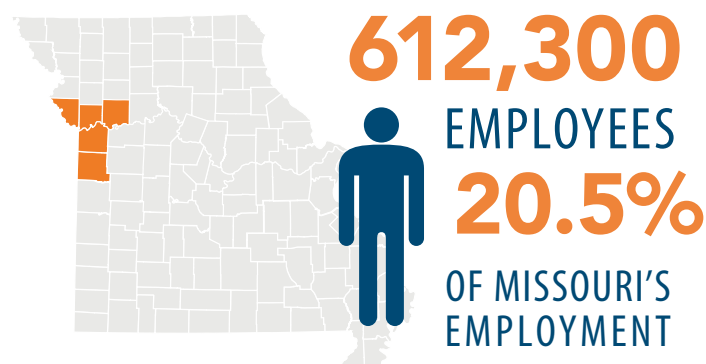
The Kansas City Region workforce had over 612,300 employees, making up 20.5 percent of Missouri's employment. In 2023, 50.1 percent of the workforce was male and 49.9 percent was female, while the Missouri average was 50.7 percent female and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 3.1 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the Kansas City Region, a trend continuing throughout Missouri and the U.S. In 2023, 22.6 percent of the workforce in the region was age 55 or older, up from 19 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation in 2023.

For the region, 20.1 percent of the workforce was non-white and 7.7 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the Kansas City Region, 8.7 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The Kansas City Region has a lower percentage of the population with a disability compared to the state. For the region, 10.9 percent of the population has a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



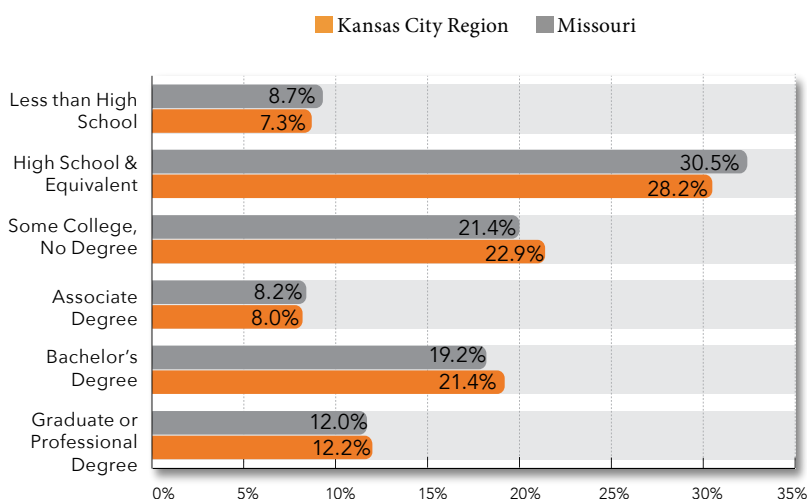
Workforce Demographics

	Kansas City Region	Missouri	United States
Average Monthly Employment in 2023	612,364	2,993,587	161,037,000
Average Unemployment Rate in 2023	3.1%	3.0%	3.6%
Male	50.1%	49.3%	51.3%
Female	49.9%	50.7%	48.7%
Non-White	20.1%	17.5%	24.6%
Hispanic or Latino	7.7%	4.8%	17.7%
Ages 55 and Older	22.6%	23.6%	24.0%
With Disabilities (Ages 18-64)	10.9%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	10.4%	12.3%	11.7%
Language other than English (Ages 18-64)	8.7%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	41.6%	39.4%	43.1%
Veterans (Age 18-64)	4.8%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the Kansas City Region are slightly higher than the state average for those with bachelor's or advanced degrees. About 42 percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 39 percent for the state and 43 percent for the nation. About 7.3 percent of the region's population age 25 and older had less than high school education.

Educational Attainment



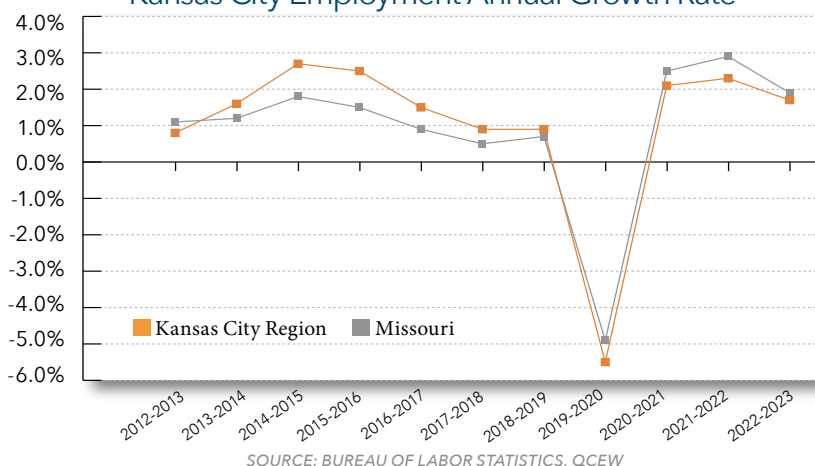
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

KANSAS CITY REGION

INDUSTRY ANALYSIS

The Kansas City Region averaged over 562,900 jobs in 2023. The region gained 9,619 jobs, an increase of 1.7 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the Kansas City Region averaged 0.7 percent compound annual growth for an overall gain of 3.3 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

Kansas City Employment Annual Growth Rate



The *Health Care and Social Assistance* industry continued to have the highest employment in the Kansas City region, with over 85,000 jobs in 2023, a gain of over 800 jobs from 2019 to 2023, an increase of 0.2 percent compounded annually. *Retail Trade* was the second largest industry and gained over 2,900 jobs at a compound annual growth rate of 0.9 percent from 2019 to 2023.

The *Manufacturing* industry added the most jobs, with a gain of 7,066 jobs since 2019, followed by *Transportation and Warehousing* (4,773 jobs), and *Construction* (4,615 jobs). *Accommodation and Food Services* is still the third largest industry with over 57,600 jobs in 2023, gaining over 150 jobs since 2019. *Professional, Scientific, and Technical Services* and *Manufacturing* are also among the largest industries in the region. *Professional, Scientific, and Technical Services* lost 441 jobs at a compound annual rate of -0.2 percent from 2019 to 2023; however, in the same period *Manufacturing* added over 7,000 jobs at a compound annual growth rate of 3.0 percent. *Administrative and Support and Waste Management and Remediation Services*; *Wholesale Trade*; and *Professional, Scientific, and Technical Services* were the industry sectors that decreased in employment compared to 2019.

Kansas City Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	84,380	85,210	830	0.2%	\$62,904
Retail Trade	63,175	66,119	2,944	0.9%	\$39,588
Accommodation and Food Services	57,450	57,608	158	0.1%	\$27,060
Professional, Scientific, and Technical Services	54,438	53,997	-441	-0.2%	\$107,736
Manufacturing	44,796	51,862	7,066	3.0%	\$70,992
Educational Services	36,969	38,275	1,306	0.7%	\$48,552
Construction	30,816	35,431	4,615	2.8%	\$76,332
Administrative and Support and Waste Management and Remediation Services	34,685	32,989	-1,696	-1.0%	\$47,484
Finance and Insurance	29,204	29,702	498	0.3%	\$101,748
Transportation and Warehousing	24,026	28,799	4,773	3.7%	\$54,648
Wholesale Trade	26,297	25,595	-702	-0.5%	\$92,148
Other Services (except Public Administration)	17,166	17,980	814	0.9%	\$48,300

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Kansas City Region has higher concentrations in *Transportation Equipment Manufacturing*; *Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services*; *Paper Manufacturing*; and *Performing Arts, Spectator Sports, and Related Industries*.

HIGHEST 2023
LQ 2.1

TRANSPORTATION EQUIPMENT MANUFACTURING

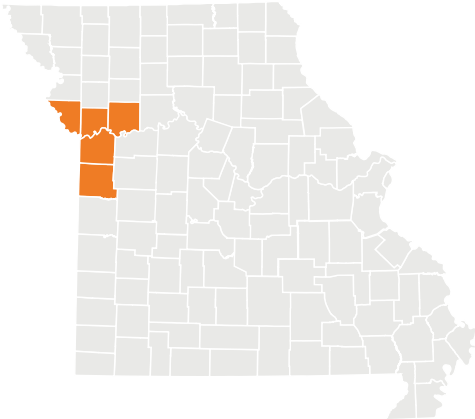
2023 Kansas City Region Location Quotients

Industry	Employment	Location Quotient
Transportation Equipment Manufacturing	13,757	2.1
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	2,859	1.6
Paper Manufacturing	2,103	1.6
Performing Arts, Spectator Sports, and Related Industries	3,101	1.6
Computer and Electronic Product Manufacturing	6,214	1.5
Museums, Historical Sites, and Similar Institutions	957	1.5
Support Activities for Transportation	4,457	1.5
Petroleum and Coal Products Manufacturing	590	1.5
Insurance Carriers and Related Activities	12,791	1.4
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	6,670	1.2
Truck Transportation	6,829	1.2
Building Material and Garden Equipment and Supplies Dealers	6,150	1.2
Health and Personal Care Retailers	4,658	1.2
Printing and Related Support Activities	1,569	1.2
Heavy and Civil Engineering Construction	4,676	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2023

KANSAS CITY REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Kansas City Region between 2022-2032 will be in *Professional, Scientific, and Technical Services*; *Hospitals*; *Total Federal Government Employment*; *Ambulatory Health Care Services*; and *Food and Beverage Retailers*.



Kansas City Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Professional, Scientific, and Technical Services	46,708	60,147	13,439	28.8%
Hospitals	30,800	37,845	7,045	22.9%
Total Federal Government Employment	18,953	21,637	2,684	14.2%
Ambulatory Health Care Services	24,695	26,909	2,214	9.0%
Food and Beverage Retailers	11,318	13,267	1,949	17.2%
Total Self Employed and Unpaid Family Workers, All Jobs	34,285	35,512	1,227	3.6%
General Merchandise Retailers	12,670	13,557	887	7.0%
Real Estate	6,813	7,599	786	11.5%
Support Activities for Transportation	4,571	5,294	723	15.8%
Fabricated Metal Product Manufacturing	5,846	6,188	342	5.9%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected annual openings include *Cashiers*; *Home Health and Personal Care Aides*; and *Stockers and Order Fillers*. *Veterinary Assistants and Laboratory Animal Caretakers*; *Refuse and Recyclable Material Collectors*; and *Interviewers, Except Eligibility and Loan* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Miscellaneous Assemblers and Fabricators*; *Cooks, Restaurant*; and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Veterinary Technologists and Technicians*; *Legal Secretaries and Administrative Assistant*; and *Architectural and Civil Drafters* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers*; *Registered Nurses*; and *Accountants and Auditors* are projected to have the most openings. *Architects, Except Landscape and Naval*; *Lawyers*; and *Database Architects* are the fastest growing Later occupations.

Kansas City Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

KANSAS CITY REGION

KANSAS CITY REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Cashiers	13,030	13,742	71	1,288	1,297	2,656	\$29,332
Home Health and Personal Care Aides	★ 12,620	14,257	164	1,075	896	2,135	\$30,325
Stockers and Order Fillers	12,635	13,020	38	798	1,256	2,092	\$36,435
Waiters and Waitresses	★ 9,476	9,659	18	823	1,156	1,997	\$34,844
Retail Salespersons	★ 12,166	11,933	-23	791	954	1,722	\$32,473
NEXT OCCUPATIONS							
Miscellaneous Assemblers and Fabricators	9,513	10,598	108	427	635	1,170	\$46,839
Cooks, Restaurant	6,970	7,099	13	480	574	1,067	\$35,463
Heavy and Tractor-Trailer Truck Drivers	★ 9,412	9,793	38	435	562	1,035	\$50,561
Nursing Assistants	★ 4,985	5,710	72	338	419	829	\$37,306
First-Line Supervisors of Food Preparation and Serving Workers	★ 4,507	4,617	11	230	437	678	\$36,763
LATER OCCUPATIONS							
General and Operations Managers	★ 19,622	20,917	130	505	1,089	1,724	\$81,343
Registered Nurses	★ 15,709	18,601	289	570	353	1,212	\$79,065
Accountants and Auditors	★ 6,722	7,703	98	223	327	648	\$75,163
Elementary School Teachers, Except Special Education	6,683	6,803	12	226	222	460	\$50,064
Business Operations Specialists, All Other	4,126	4,657	53	146	228	427	\$81,776

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the Kansas City Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	4,980
Laborers & Freight, Stock, & Material Movers, Hand	3,890
Customer Service Representatives	3,310
Fast Food & Counter Workers	2,690
Secretaries & Administrative Assistants	2,570
NEXT OCCUPATIONS	
Heavy & Tractor-Trailer Truck Drivers	5,290
First-Line Supervisors of Retail Sales Workers	3,360
Maintenance & Repair Workers, General	2,870
Sales Representatives, Wholesale & Manufacturing	2,680
Food Service Managers	2,670
LATER OCCUPATIONS	
Registered Nurses	13,370
General & Operations Managers	2,860
Computer Occupations, All Other	2,150
Software Developers	1,860
Medical & Health Services Managers	1,820

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

NORTH REGION



The North region is comprised of 34 counties. This region is home to several cities, including Kirksville, Hannibal, Moberly, Warrenton, St. Joseph, Chillicothe, Trenton, and Maryville.

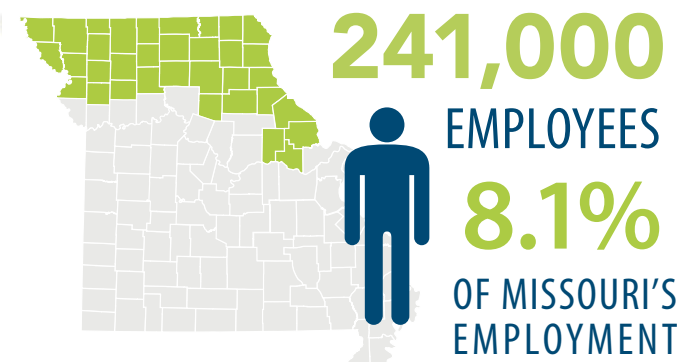
The North Region workforce had over 241,000 employees in 2023, making up 8.1 percent of Missouri's employment. In 2023, 50.8 percent of the workforce was female and 49.2 percent was male, while the Missouri average was 50.7 percent female and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 3.0 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the North Region, a trend continuing throughout Missouri and the U.S. In 2023, 25.3 percent of the workforce in the region was age 55 or older, up from 21 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation in 2023.

For the region, 8.2 percent of the workforce was non-white and 4.2 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the North Region, 4.1 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The North Region has a higher percentage of the population with a disability compared to the state and the nation. For the region, 13.4 percent of the population has a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



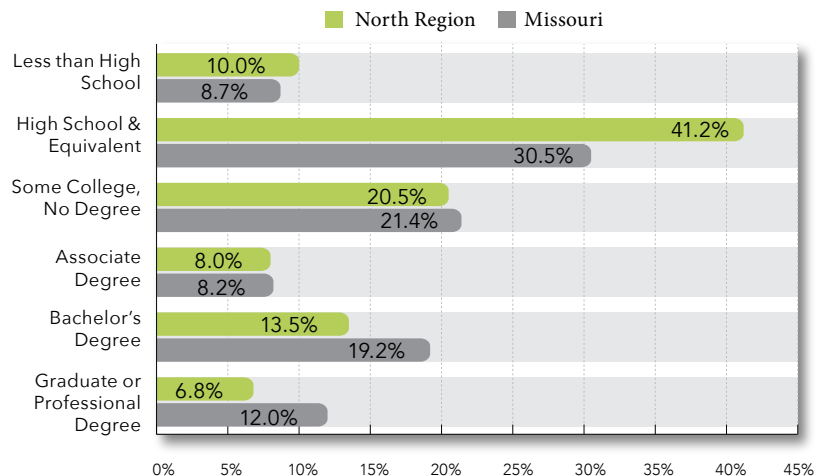
Workforce Demographics

	North Region	Missouri	United States
Average Monthly Employment in 2023	241,111	2,993,587	161,037,000
Average Unemployment Rate in 2023	3.0%	3.0%	3.6%
Male	49.2%	49.3%	51.3%
Female	50.8%	50.7%	48.7%
Non-White	8.2%	17.5%	24.6%
Hispanic or Latino	4.2%	4.8%	17.7%
Ages 55 and Older	25.3%	23.6%	24.0%
With Disabilities (Ages 18-64)	13.4%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	14.0%	12.3%	11.7%
Language other than English (Ages 18-64)	4.1%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	28.3%	39.4%	43.1%
Veterans (Age 18-64)	4.7%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the North Region are lower than those of the state for bachelor's or advanced degrees. Twenty-eight percent of the region's population age 25 and older has an associate, bachelor's, or advanced degree compared to 39 percent for the state, and 43 percent for the nation. About 10.0 percent of the region's population of age 25 and older had less than high school education.

Educational Attainment



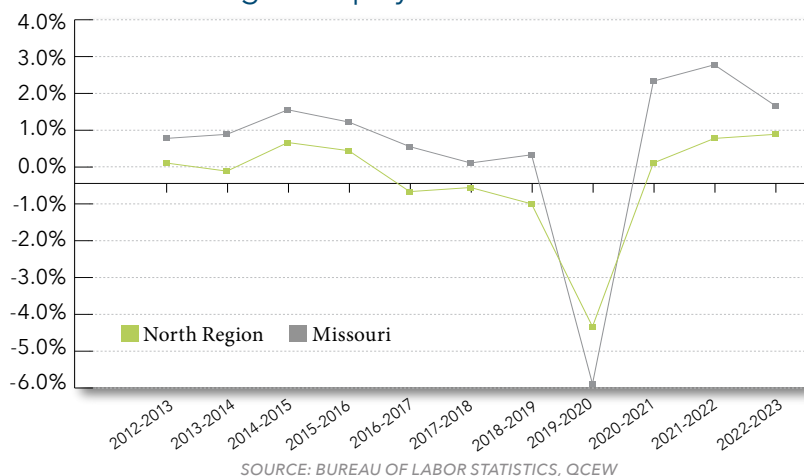
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

NORTH REGION

INDUSTRY ANALYSIS

The North Region averaged over 169,800 jobs in 2023. The region lost 3,149 jobs from 2019 to 2023; however, employment increased 1.2 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the North Region averaged -0.4 percent compound annual growth for an overall decrease of 1.8 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

North Region Employment Annual Growth Rate



Manufacturing and *Health Care and Social Assistance* were the largest industries in the region with an employment of over 28,700 and 28,200 respectively in 2023. *Retail Trade* and *Educational Services* were the next largest industries in the region, with an employment of over 20,300 and 15,600 respectively in 2023.

The top employing industry (*Manufacturing*) in 2023 had a compound annual growth rate of 0.2 percent from 2019 to 2023, with a gain of 335 jobs in that period. *Construction* gained 929 jobs from 2019 to 2023, with compound annual growth rates of 2.0 percent.

Administrative and Support and Waste Management and Remediation Services; *Public Administration*; *Educational Services*; *Transportation and Warehousing*; *Accommodation and Food Services*; *Finance and Insurance*; and *Other Services (except Public Administration)* were the industry sectors that decreased in employment compared to 2019.

North Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Manufacturing	28,439	28,774	335	0.2%	\$61,896
Health Care and Social Assistance	27,585	28,290	705	0.5%	\$50,508
Retail Trade	19,973	20,349	376	0.4%	\$34,500
Educational Services	16,714	15,624	-1,090	-1.3%	\$40,368
Accommodation and Food Services	12,984	12,712	-272	-0.4%	\$19,776
Construction	9,047	9,976	929	2.0%	\$60,264
Public Administration	10,289	9,095	-1,194	-2.4%	\$39,840
Wholesale Trade	6,691	6,861	170	0.5%	\$65,820
Transportation and Warehousing	6,218	5,728	-490	-1.6%	\$48,108
Administrative and Support and Waste Management and Remediation Services	7,961	5,519	-2,442	-7.1%	\$38,124
Finance and Insurance	5,627	5,376	-251	-0.9%	\$62,412
Other Services (except Public Administration)	4,358	4,315	-43	-0.2%	\$36,936

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The North Region has higher concentrations in *Gasoline Stations and Fuel Dealers*; *Food Manufacturing*; and *Fabricated Metal Product Manufacturing*.



GASOLINE STATIONS AND FUEL DEALERS

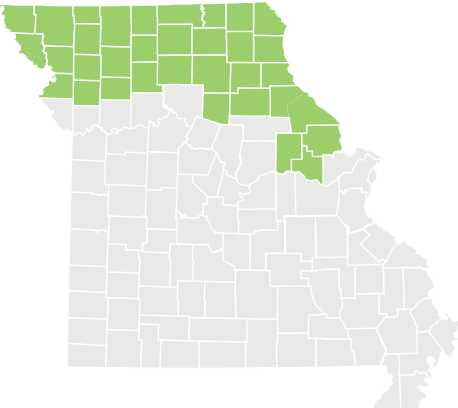
2023 North Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	3,684	3.1
Food Manufacturing	5,309	2.7
Fabricated Metal Product Manufacturing	3,541	2.2
Crop Production	1,093	1.8
Animal Production and Aquaculture	511	1.7
General Merchandise Retailers	5,747	1.6
Building Material and Garden Equipment and Supplies Dealers	2,467	1.6
Nonmetallic Mineral Product Manufacturing	703	1.5
Chemical Manufacturing	1,395	1.4
Heavy and Civil Engineering Construction	1,625	1.3
Nursing and Residential Care Facilities	4,352	1.2
Truck Transportation	2,124	1.2
Motor Vehicle and Parts Dealers	2,733	1.2
Merchant Wholesalers, Nondurable Goods	2,899	1.2
Repair and Maintenance	1,838	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2023

NORTH REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the North Region between 2022-2032 will be in *Social Assistance; Fabricated Metal Product Manufacturing; Administrative and Support Services; Warehousing and Storage; and Crop Production*.



North Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Social Assistance	5,102	5,906	804	15.8%
Fabricated Metal Product Manufacturing	4,102	4,780	678	16.5%
Administrative and Support Services	4,485	4,968	483	10.8%
Warehousing and Storage	1,423	1,891	468	32.9%
Crop Production	2,402	2,845	443	18.4%
Machinery Manufacturing	3,068	3,452	384	12.5%
Ambulatory Health Care Services	6,403	6,770	367	5.7%
Educational Services	17,538	17,897	359	2.0%
Professional, Scientific, and Technical Services	3,714	4,069	355	9.6%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	2,609	2,961	352	13.5%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected annual openings are *Cashiers; Home Health and Personal Care Aides; and Stockers and Order Fillers*. *Bus Drivers, School; Industrial Truck and Tractor Operators; and Postal Service Mail Carriers* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Miscellaneous Assemblers and Fabricators; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Insurance Sales Agents; Miscellaneous Assemblers and Fabricators; and Agricultural Equipment Operators;* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Human Resources Specialists; Accountants and Auditors; and Substitute Teachers, Short-Term* are the fastest growing Later occupations.

North Region Fastest Growing Occupations

NOW

Bus Drivers, School
Industrial Truck and Tractor Operators
Postal Service Mail Carriers
Home Health and Personal Care Aides ★
Packers and Packagers, Hand

NEXT

Insurance Sales Agents
Miscellaneous Assemblers and Fabricators
Agricultural Equipment Operators
Production, Planning, and Expediting Clerks
Dental Assistants

LATER

Human Resources Specialists
Accountants and Auditors
Substitute Teachers, Short-Term
General and Operations Managers ★
Secondary School Teachers, Except Special and Career/Technical Education

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

NORTH REGION

NORTH REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Cashiers	★	6,614	6,450	-16	628	633	1,245	\$27,957
Home Health and Personal Care Aides	★	4,642	4,994	35	385	321	741	\$28,590
Stockers and Order Fillers		3,891	4,095	20	248	391	659	\$34,574
Retail Salespersons	★	3,553	3,512	-4	232	280	508	\$30,212
Office Clerks, General		3,869	3,951	8	236	230	474	\$36,934
NEXT OCCUPATIONS								
Heavy and Tractor-Trailer Truck Drivers	★	3,684	3,760	8	168	218	394	\$47,325
Miscellaneous Assemblers and Fabricators		3,021	3,328	31	135	201	367	\$47,628
Nursing Assistants	★	2,178	2,087	-9	135	167	293	\$35,574
Cooks, Restaurant		1,587	1,563	-2	107	128	233	\$30,118
Maintenance and Repair Workers, General	★	2,365	2,407	4	105	109	218	\$47,557
LATER OCCUPATIONS								
General and Operations Managers	★	5,537	5,656	12	139	301	452	\$64,199
Registered Nurses	★	3,668	3,719	5	123	76	204	\$73,278
Elementary School Teachers, Except Special Education		2,691	2,745	5	91	89	185	\$47,902
Secondary School Teachers, Except Special and Career/Technical Education		2,411	2,461	5	71	79	155	\$48,183
Substitute Teachers, Short-Term		970	994	2	61	56	119	\$34,460

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032



DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the North Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	1,080
Home Health & Personal Care Aides	810
Laborers & Freight, Stock, & Material Movers, Hand	560
Fast Food & Counter Workers	540
Customer Service Representatives	430
NEXT OCCUPATIONS	
Heavy & Tractor-Trailer Truck Drivers	1,180
Licensed Practical & Licensed Vocational Nurses	940
First-Line Supervisors of Retail Sales Workers	740
Merchandise Displayers and Window Trimmers	600
Maintenance & Repair Workers, General	580
LATER OCCUPATIONS	
Registered Nurses	2,830
Physical Therapists	400
General & Operations Managers	380
Postsecondary Teachers	300
Medical & Health Services Managers	300

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

OZARK REGION



The Ozark Region is comprised of seven counties in the southwest quadrant of Missouri. This region is home to several cities, including Springfield, Branson, Nixa, and Marshfield.

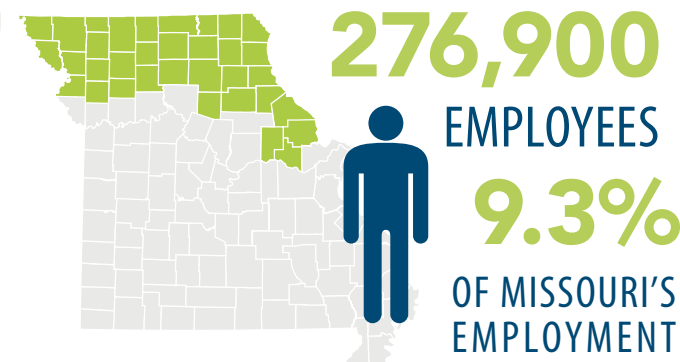
The Ozark Region workforce had more than 276,900 employees, making up 9.3 percent of Missouri's employment. In 2023, 50.4 percent of the workforce was female and 49.6 percent was male, while the Missouri average was 50.7 percent females and 49.3 percent male workers in the workforce. The regional average unemployment rate for 2023 was 2.9 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the Ozark Region, a trend continuing throughout Missouri and the U.S. In 2023, 22.4 percent of the workforce was age 55 or older, up from 19 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation in 2023.

For the region, 9.2 percent of the workforce was non-white and 4.7 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the Ozark Region, 5.7 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The Ozark Region has a slightly higher percentage of the population with a disability compared to the state and nation. For the Ozark Region, 12.6 percent of the population had a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



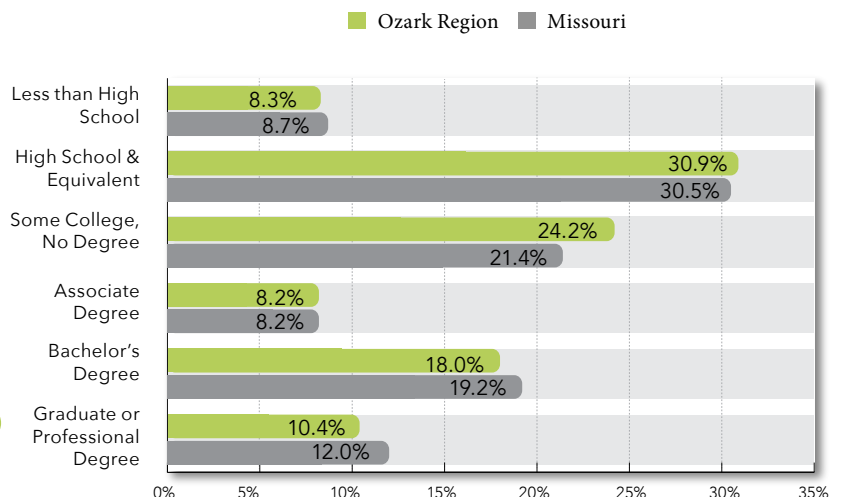
Workforce Demographics

	Ozark Region	Missouri	United States
Average Monthly Employment in 2023	276,941	2,993,587	161,037,000
Average Unemployment Rate in 2023	2.9%	3.0%	3.6%
Male	49.6%	49.3%	51.3%
Female	50.4%	50.7%	48.7%
Non-White	9.2%	17.5%	24.6%
Hispanic or Latino	4.7%	4.8%	17.7%
Ages 55 and Older	22.4%	23.6%	24.0%
With Disabilities (Ages 18-64)	12.6%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	14.8%	12.3%	11.7%
Language other than English (Ages 18-64)	5.7%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	36.6%	39.4%	43.1%
Veterans (Age 18-64)	4.9%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the Ozark Region are slightly behind those of the state for those with bachelor's or advanced degrees. Thirty-seven percent of the region's population age 25 and older has an associate, bachelor's, or advanced degree compared to 39 percent for the state and 43 percent for the nation. About 8.3 percent of the region's population of age 25 and older had less than high school education.

Educational Attainment



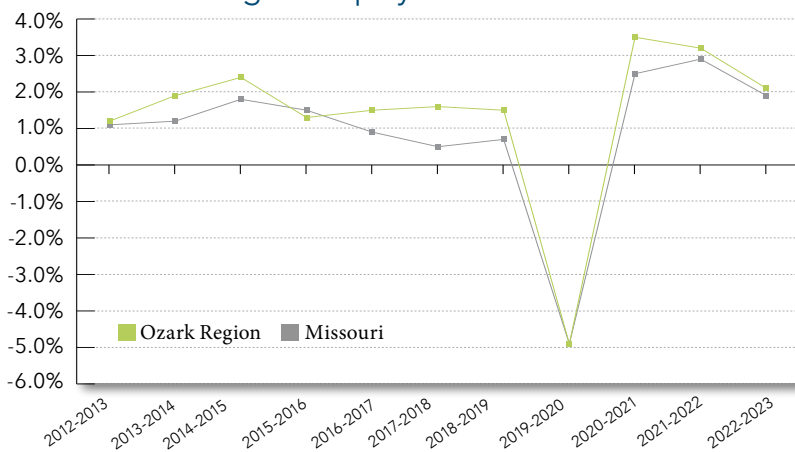
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

OZARK REGION

INDUSTRY ANALYSIS

The Ozark Region averaged over 261,000 jobs in 2023. The region gained 9,975 jobs from 2019 to 2023 and increased 2.1 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the Ozark Region averaged 0.8 percent compound annual growth for an overall increase of 4.0 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

Ozark Region Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest employing industry in the Ozark Region, showing consistent growth over the years. With over 46,800 jobs in 2023, the industry added 3,265 jobs at a compound annual growth rate of 1.5 percent since 2019. The *Retail Trade* industry also continues to be one of the largest employing industries in the region with over 32,400 jobs in 2023, a gain of over 2,280 jobs since 2019.

The *Manufacturing* industry also added jobs, with a gain of over 2,200 jobs since 2019. *Accommodation and Food Services* is the third largest industry with over 31,800 jobs in 2023, an increase of over 500 jobs since 2019.

Educational Services and *Administrative and Support and Waste Management and Remediation Services* were also among the largest industries in the region. *Educational Services* (-1,600); *Arts, Entertainment, and Recreation* (-191); and *Administrative and Support and Waste Management and Remediation Services* (-141) were the industry sectors that decreased in employment compared to 2019.

Ozark Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	43,619	46,884	3,265	1.5%	\$65,016
Retail Trade	30,180	32,467	2,287	1.5%	\$38,748
Accommodation and Food Services	31,352	31,870	518	0.3%	\$27,408
Manufacturing	17,553	19,772	2,219	2.4%	\$58,056
Educational Services	19,211	17,611	-1,600	-1.7%	\$42,912
Administrative and Support and Waste Management and Remediation Services	14,992	14,851	-141	-0.2%	\$45,624
Transportation and Warehousing	12,240	13,893	1,653	2.6%	\$54,108
Construction	12,224	13,785	1,561	2.4%	\$54,528
Wholesale Trade	12,648	12,664	16	0.0%	\$78,636
Professional, Scientific, and Technical Services	11,326	11,561	235	0.4%	\$72,180
Finance and Insurance	8,788	8,986	198	0.4%	\$71,268
Arts, Entertainment, and Recreation	7,956	7,761	-195	-0.5%	\$29,256

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Ozark Region has higher concentrations in *Truck Transportation*; *Scenic and Sightseeing Transportation*; *Museums, Historical Sites, and Similar Institutions*; *Accommodation*; and *Performing Arts, Spectator Sports, and Related Industries*.



HIGHEST 2023

LQ 3.0

TRUCK TRANSPORTATION

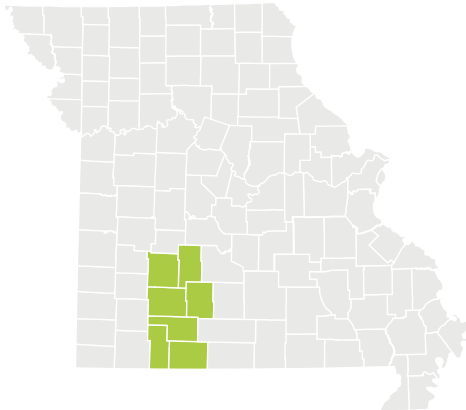
2023 Ozark Region Location Quotients

Industry	Employment	Location Quotient
Truck Transportation	7,625	3.0
Scenic and Sightseeing Transportation	134	2.7
Museums, Historical Sites, and Similar Institutions	626	2.2
Accommodation	6,302	2.0
Performing Arts, Spectator Sports, and Related Industries	1,766	2.0
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	3,890	1.6
Gasoline Stations and Fuel Dealers	2,673	1.5
General Merchandise Retailers	8,133	1.5
Building Material and Garden Equipment and Supplies Dealers	3,377	1.5
Fabricated Metal Product Manufacturing	3,310	1.4
Repair and Maintenance	3,197	1.3
Merchant Wholesalers, Durable Goods	7,439	1.3
Furniture, Home Furnishings, Electronics, and Appliance Retailers	1,822	1.3
Machinery Manufacturing	2,392	1.3
Telecommunications	1,336	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2023

OZARK REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Ozark Region from 2022-2032 will be in the *Educational Services; Professional, Scientific, and Technical Services; Hospitals; Administrative and Support Services; and Management of Companies and Enterprises*.



Ozark Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Educational Services	20,346	23,068	2,722	13.4%
Professional, Scientific, and Technical Services	9,671	11,619	1,948	20.1%
Hospitals	19,139	21,083	1,944	10.2%
Administrative and Support Services	11,255	12,584	1,329	11.8%
Management of Companies and Enterprises	3,876	5,190	1,314	33.9%
Total Self Employed and Unpaid Family Workers, All Jobs	14,531	15,460	929	6.4%
Local Government, Excluding Education and Hospitals	8,996	9,711	715	7.9%
Truck Transportation	8,079	8,773	694	8.6%
Computer and Electronic Product Manufacturing	1,411	1,988	577	40.9%
Nursing and Residential Care Facilities	6,470	7,017	547	8.5%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

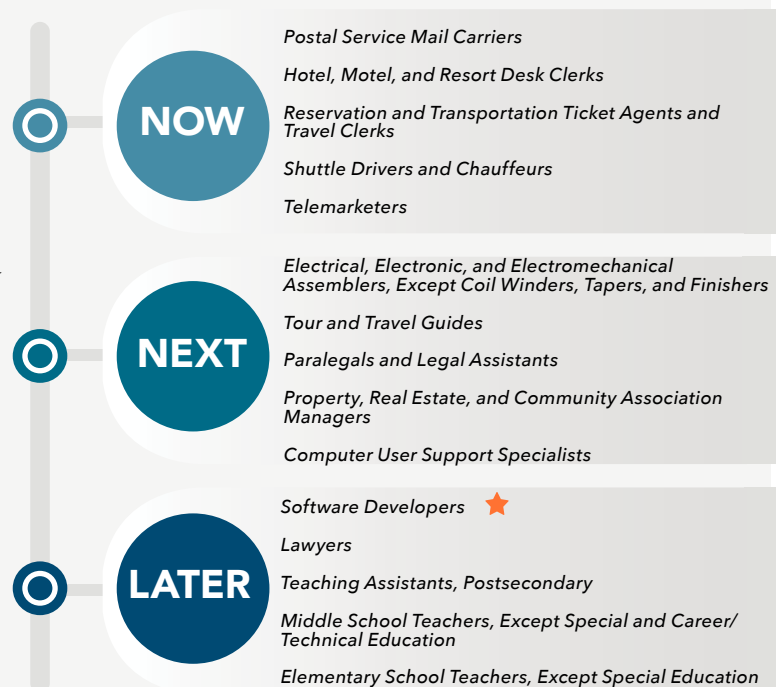
MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Cashiers; Stockers and Order Fillers; and Retail Salespersons. Postal Service Mail Carriers; Hotel, Motel, and Resort Desk Clerks; and Reservation and Transportation Ticket Agents and Travel Clerks* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Cooks, Restaurant; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers; Tour and Travel Guides; and Paralegals and Legal Assistants* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Software Developers; Lawyers; and Teaching Assistants, Postsecondary* are the fastest growing Later occupations.

Ozark Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

OZARK REGION

OZARK REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Cashiers		6,875	6,952	8	665	670	1,343	\$27,779
Stockers and Order Fillers		6,793	7,283	49	438	689	1,176	\$34,192
Retail Salespersons	★	7,207	7,353	15	478	576	1,069	\$29,726
Waiters and Waitresses	★	4,616	4,774	16	404	567	987	\$28,930
Home Health and Personal Care Aides	★	5,990	6,359	37	494	412	943	\$29,159
NEXT OCCUPATIONS								
Heavy and Tractor-Trailer Truck Drivers	★	7,518	8,157	64	355	459	878	\$55,636
Cooks, Restaurant		3,595	3,723	13	250	298	561	\$30,105
Nursing Assistants		2,793	3,039	25	185	228	438	\$34,004
First-Line Supervisors of Food Preparation and Serving Workers	★	2,329	2,403	7	119	227	353	\$35,366
Maintenance and Repair Workers, General	★	3,260	3,598	34	151	156	341	\$40,503
LATER OCCUPATIONS								
General and Operations Managers	★	8,382	8,831	45	214	462	721	\$66,023
Registered Nurses	★	7,428	8,120	69	258	160	487	\$63,995
Elementary School Teachers, Except Special Education		2,935	3,333	40	105	103	248	\$47,540
Accountants and Auditors	★	1,983	2,228	24	65	95	184	\$59,373
Human Resources Specialists		1,389	1,536	15	44	76	135	\$55,150

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the Ozark Region, jobs like *Registered Nurses*; *Retail Salespersons*; and *Heavy & Tractor-Trailer Truck Drivers* had a high number of job postings in the region during the last year.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	2,820
Customer Service Representatives	1,530
Laborers & Freight, Stock, & Material Movers, Hand	1,320
Home Health & Personal Care Aides	1,220
Secretaries & Administrative Assistants	1,010
NEXT OCCUPATIONS	
Heavy & Tractor-Trailer Truck Drivers	1,880
First-Line Supervisors of Retail Sales Workers	1,510
Licensed Practical & Licensed Vocational Nurses	1,300
Maintenance & Repair Workers, General	1,030
Sales Representatives of Services, Except Advertising, Insurance, Financial, & Travel	900
LATER OCCUPATIONS	
Registered Nurses	6,270
General & Operations Managers	920
Medical & Health Services Managers	730
Computer Occupations, All Other	540
Physicians, All Other	500

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

SOUTH CENTRAL REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The South Central Region is comprised of 12 counties in the center of the southern portion of Missouri. The region is home to several cities, including West Plains and Poplar Bluff.

The South Central Region workforce had more than 78,500 employees in 2023, making up 2.6 percent of Missouri's employment. In 2023, 54.3 percent of the workforce was female and 45.7 percent was male, while the Missouri average was 50.7 percent females and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 4.0 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the South Central Region, a trend continuing throughout Missouri and the U.S. In 2023, 24.4 percent of the workforce was age 55 or older, up from 20 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation.

For the region, 6.2 percent of the workforce was non-white and 2.5 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the South Central Region, 2.3 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The South Central Region has a higher percentage of the population with a disability compared to the state and the nation. For the South Central Region, 21.5 percent of the population has a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.

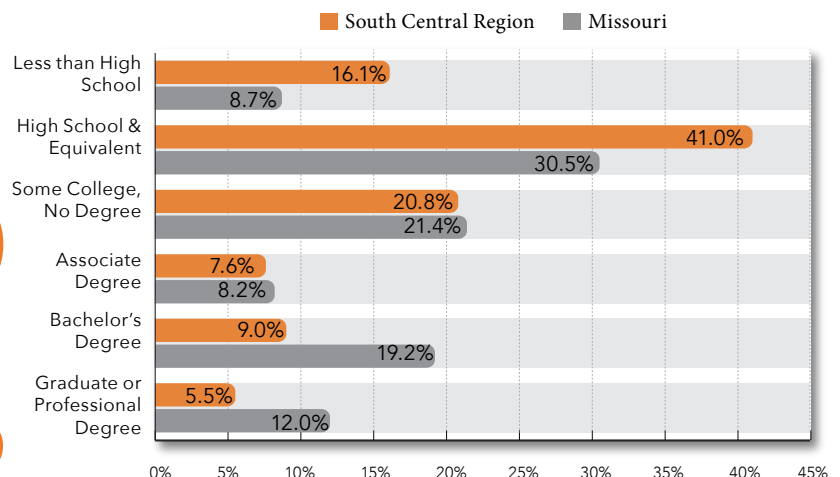
Workforce Demographics

	South Central Region	Missouri	United States
Average Monthly Employment in 2023	78,525	2,993,587	161,037,000
Average Unemployment Rate in 2023	4.0%	3.0%	3.6%
Male	45.7%	49.3%	51.3%
Female	54.3%	50.7%	48.7%
Non-White	6.2%	17.5%	24.6%
Hispanic or Latino	2.5%	4.8%	17.7%
Ages 55 and Older	24.4%	23.6%	24.0%
With Disabilities (Ages 18-64)	21.5%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	20.0%	12.3%	11.7%
Language other than English (Ages 18-64)	2.3%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	22.1%	39.4%	43.1%
Veterans (Age 18-64)	6.8%	4.7%	4.3%

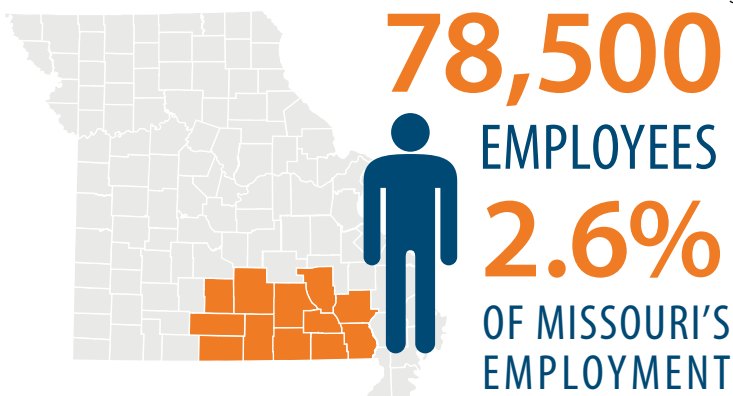
SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the South Central Region are lower than those of the state for those with bachelor's or advanced degrees. 22 percent of the region's population age 25 and older has an associate, bachelor's, or advanced degree compared to 39 percent for the state, and 43 percent for the nation. About 16.1 percent of the region's population of age 25 and older had less than high school education.

Educational Attainment



SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

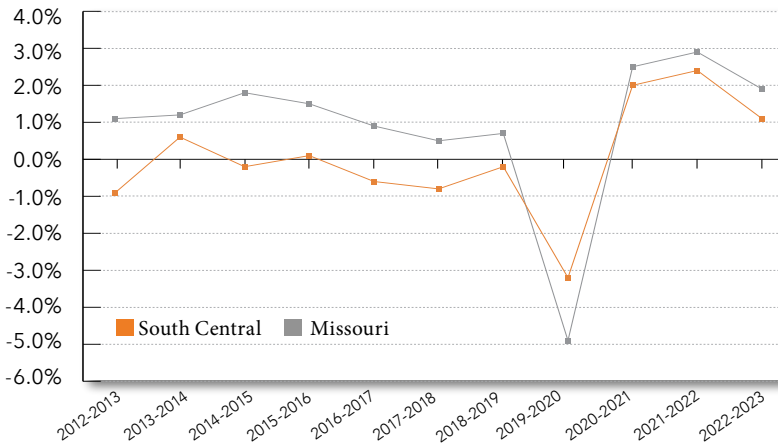


SOUTH CENTRAL REGION

INDUSTRY ANALYSIS

The South Central Region averaged over 56,900 jobs in 2023. The region gained 444 jobs from 2019 to 2023 and increased 1.1 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the South Central Region averaged a 0.2 percent annual growth rate for an overall gain of 0.8 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

South Central Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance continues to be one of the largest employing industries in the region with over 11,100 jobs in 2023 and a -2.1 percent compound annual growth rate since 2019. *Manufacturing* is the second largest industry in the area with over 8,300 jobs, gaining 199 jobs since 2019. The *Retail Trade*; *Accommodation and Food Services*; and *Educational Services* industries also gained 624, 392, and 350 jobs, respectively, since 2019.

Health Care and Social Assistance (-1,240); *Administrative and Support and Waste Management and Remediation Services* (-190) and *Public Administration* (-172) were the industry sectors that decreased in employment compared to 2019.

South Central Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	12,365	11,125	-1,240	-2.1%	\$41,748
Manufacturing	8,194	8,393	199	0.5%	\$46,728
Retail Trade	7,333	7,957	624	1.6%	\$32,844
Educational Services	5,418	5,768	350	1.3%	\$35,484
Accommodation and Food Services	5,135	5,527	392	1.5%	\$20,364
Public Administration	3,271	3,099	-172	-1.1%	\$40,068
Construction	1,739	1,982	243	2.7%	\$46,776
Wholesale Trade	1,823	1,845	22	0.2%	\$60,372
Finance and Insurance	1,752	1,759	7	0.1%	\$52,872
Professional, Scientific, and Technical Services	1,472	1,573	101	1.3%	\$87,144
Administrative and Support and Waste Management and Remediation Services	1,664	1,474	-190	-2.4%	\$32,364
Transportation and Warehousing	1,377	1,389	12	0.2%	\$46,680

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The South Central Region has higher concentrations in *Wood Product Manufacturing*; *Gasoline Stations and Fuel Dealers*; *Machinery Manufacturing*; and *Forestry and Logging*.



WOOD PRODUCT MANUFACTURING

2023 South Central Region Location Quotients

Industry	Employment	Location Quotient
Wood Product Manufacturing	1,530	9.3
Gasoline Stations and Fuel Dealers	1,479	3.6
Machinery Manufacturing	1,002	2.3
Forestry and Logging	36	1.9
General Merchandise Retailers	2,279	1.8
Social Assistance	3,031	1.7
Building Material and Garden Equipment and Supplies Dealers	965	1.7
Nursing and Residential Care Facilities	2,062	1.7
Animal Production and Aquaculture	173	1.6
Motor Vehicle and Parts Dealers	1,110	1.4
Truck Transportation	763	1.2
Credit Intermediation and Related Activities	1,217	1.2
Fabricated Metal Product Manufacturing	651	1.1
Repair and Maintenance	620	1.1
Heavy and Civil Engineering Construction	4,676	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2023

SOUTH CENTRAL REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the South Central Region from 2022-2032 will be in the *Professional, Scientific, and Technical Services; Social Assistance; General Merchandise Retailers; Machinery Manufacturing; and Total Federal Government Employment*.

South Central Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Professional, Scientific, and Technical Services	1,365	1,928	563	41.2%
Social Assistance	4,052	4,526	474	11.7%
General Merchandise Retailers	2,511	2,862	351	14.0%
Machinery Manufacturing	1,895	2,195	300	15.8%
Total Federal Government Employment	1,443	1,601	158	10.9%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	917	1,036	119	13.0%
Transit and Ground Passenger Transportation	209	295	86	41.1%
Merchant Wholesalers, Durable Goods	970	1,022	52	5.4%
Merchant Wholesalers, Nondurable Goods	684	735	51	7.5%
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	450	499	49	10.9%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Home Health and Personal Care Aides; Cashiers; and Stockers and Order Fillers*. *Home Health and Personal Care Aides; Stockers and Order Fillers; and Bartenders* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks, Restaurant; Miscellaneous Assemblers and Fabricators; and Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Industrial Machinery Mechanics; Cooks, Restaurant; and Maintenance and Repair Workers, General* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Registered Nurses and General and Operations Managers* are the fastest growing Later occupations.

South Central Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

SOUTH CENTRAL REGION

SOUTH CENTRAL REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Home Health and Personal Care Aides	★	3,816	4,452	64	331	276	671	\$28,836
Cashiers	★	2,412	2,058	-35	215	217	397	\$27,079
Stockers and Order Fillers	★	1,290	1,450	16	85	134	235	\$30,264
Retail Salespersons	★	1,239	1,318	8	84	101	193	\$29,783
Laborers and Freight, Stock, and Material Movers, Hand	★	1,343	1,327	-2	64	108	170	\$30,629
NEXT OCCUPATIONS								
Cooks, Restaurant		709	873	16	54	64	134	\$29,632
Miscellaneous Assemblers and Fabricators		1,307	1,223	-8	54	80	126	\$33,963
Heavy and Tractor-Trailer Truck Drivers	★	1,124	1,078	-5	50	64	109	\$46,239
Maintenance and Repair Workers, General		865	896	3	39	40	82	\$40,362
Teaching Assistants, Except Postsecondary		724	670	-5	40	41	76	\$29,178
LATER OCCUPATIONS								
General and Operations Managers	★	1,839	1,950	11	47	102	160	\$59,986
Registered Nurses	★	1,443	1,616	17	51	32	100	\$74,421
Elementary School Teachers, Except Special Education		1,266	1,169	-10	41	40	71	\$45,809
Secondary School Teachers, Except Special and Career/Technical Education		931	855	-8	26	29	47	\$48,077
Substitute Teachers, Short-Term		413	392	-2	25	23	46	\$30,897

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032



DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the South Central Region, jobs like *Registered Nurses*; *Home Health and Personal Care Aides*; *Licensed Practical & Licensed Vocational Nurses*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Home Health & Personal Care Aides	360
Retail Salespersons	220
Customer Service Representatives	80
Cashiers	60
Laborers & Freight, Stock, & Material Movers, Hand	50
NEXT OCCUPATIONS	
Licensed Practical & Licensed Vocational Nurses	260
First-Line Supervisors of Retail Sales Workers	210
Merchandise Displayers & Window Trimmers	140
Heavy & Tractor-Trailer Truck Drivers	140
Sales Representatives of Services, Except Advertising, Insurance, Financial, & Travel	80
LATER OCCUPATIONS	
Registered Nurses	620
Physicians, All Other	140
Occupational Therapists	100
Physical Therapists	90
General & Operations Managers	70

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

SOUTHEAST REGION



The Southeast Region is comprised of 13 counties in the southeast portion of Missouri. The region is home to several cities, including Cape Girardeau, Sikeston, Caruthersville, and Park Hills.

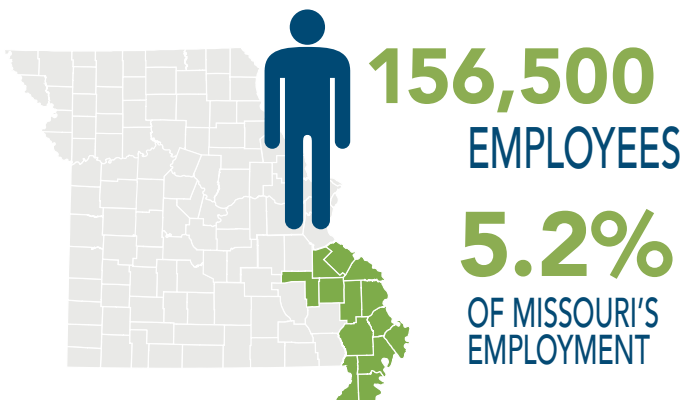
The Southeast Region workforce had more than 156,500 employees in 2023, making up 5.2 percent of Missouri's employment. In 2023, 52.2 percent of the workforce was female, and 47.8 percent was male, while the Missouri average was 50.7 percent females and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 3.4 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the Southeast Region, a trend continuing throughout Missouri and the U.S. In 2023, 24.1 percent of the workforce was age 55 or older, up from 20 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation.

For the region, 11.1 percent of the workforce was non-white and 2.7 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the Southeast Region, 3.1 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The Southeast Region has a higher percentage of the population with a disability compared to the state and the nation. For the Southeast Region, 17.0 percent of the population has a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



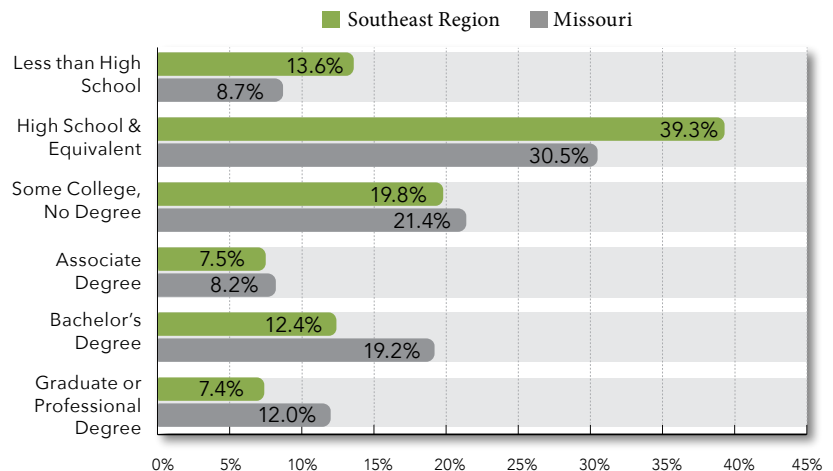
Workforce Demographics

	Southeast Region	Missouri	United States
Average Monthly Employment in 2023	156,529	2,993,587	161,037,000
Average Unemployment Rate in 2023	3.4%	3.0%	3.6%
Male	47.8%	49.3%	51.3%
Female	52.2%	50.7%	48.7%
Non-White	11.1%	17.5%	24.6%
Hispanic or Latino	2.7%	4.8%	17.7%
Ages 55 and Older	24.1%	23.6%	24.0%
With Disabilities (Ages 18-64)	17.0%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	16.3%	12.3%	11.7%
Language other than English (Ages 18-64)	3.1%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	27.3%	39.4%	43.1%
Veterans (Age 18-64)	4.3%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the Southeast Region are lower than those of the state for bachelor's or advanced degrees. Twenty-seven percent of the region's population age 25 and older has an associate, bachelor's, or advanced degree compared to 39 percent for the state, and 43 percent for the nation. About 13.6 percent of the region's population of age 25 and older had less than high school education.

Educational Attainment



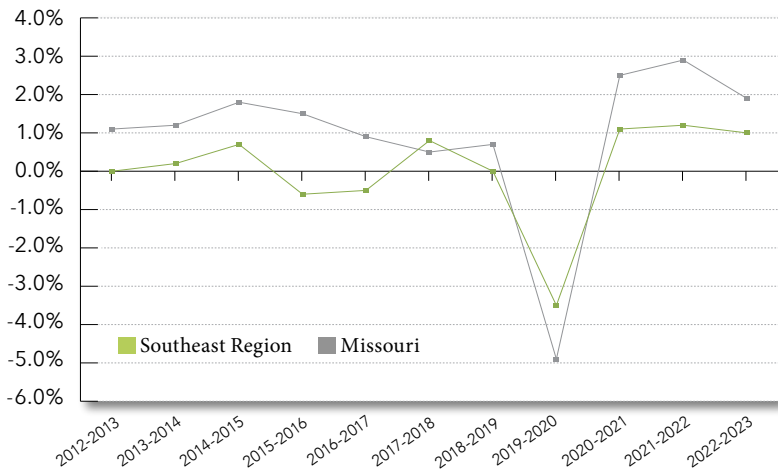
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

SOUTHEAST REGION

INDUSTRY ANALYSIS

The Southeast Region averaged over 134,500 jobs in 2023. The region lost 4,125 jobs from 2019 to 2023, but employment increased 1.0 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the Southeast Region averaged a decrease of 0.6 percent compounded annually for an overall decrease of 3.0 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

Southeast Region Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance was the largest employing industry in the region in 2023, even though it lost 2,381 in employment in 2023 when compared to 2019. *Manufacturing* was the second largest industry, followed by *Retail Trade* and *Accommodation and Food Services*.

Several industry sectors in the Southeast Region lost employment between 2019 and 2023, except *Retail Trade*; *Accommodation and Food Services*; *Transportation and Warehousing*; *Finance and Insurance*; and *Wholesale Trade*.

Southeast Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	31,778	29,397	-2,381	-1.5%	\$41,688
Manufacturing	18,693	17,526	-1,167	-1.3%	\$60,096
Retail Trade	15,777	17,260	1,483	1.8%	\$36,252
Accommodation and Food Services	11,094	11,401	307	0.5%	\$20,700
Educational Services	11,028	10,516	-512	-0.9%	\$37,548
Construction	6,689	6,580	-109	-0.3%	\$57,432
Public Administration	6,923	6,185	-738	-2.2%	\$40,260
Wholesale Trade	5,776	5,882	106	0.4%	\$73,704
Transportation and Warehousing	5,120	5,261	141	0.5%	\$55,668
Administrative and Support and Waste Management and Remediation Services	4,916	4,061	-855	-3.7%	\$47,232
Finance and Insurance	3,840	3,907	67	0.3%	\$63,192
Other Services (except Public Administration)	3,035	3,262	227	1.5%	\$37,656

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Southeast Region had higher concentrations in *Gasoline Stations and Fuel Dealers*; *Mining (except Oil and Gas)*; *Crop Production*; *Wood Product Manufacturing*; *Social Assistance*; *Truck Transportation*; and *Nursing and Residential Care Facilities*.



GASOLINE STATIONS AND FUEL DEALERS

2023 Southeast Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	2,984	3.1
Mining (except Oil and Gas)	531	3.1
Crop Production	1,146	2.3
Wood Product Manufacturing	860	2.3
Social Assistance	8,840	2.2
Truck Transportation	2,767	2.0
Nursing and Residential Care Facilities	5,437	1.9
Support Activities for Agriculture and Forestry	546	1.6
General Merchandise Retailers	4,475	1.5
Building Material and Garden Equipment and Supplies Dealers	1,770	1.4
Motor Vehicle and Parts Dealers	2,537	1.4
Health and Personal Care Retailers	1,340	1.3
Goods-Producing	27,126	1.3
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	1,577	1.1
Nonmetallic Mineral Product Manufacturing	427	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2023

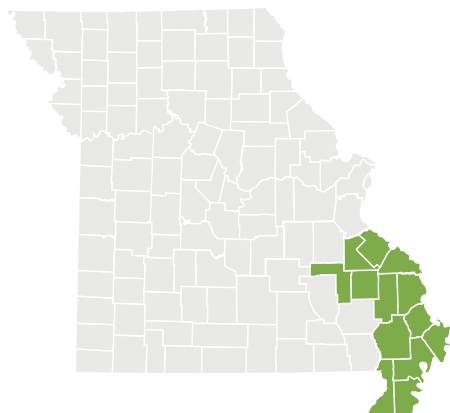
SOUTHEAST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Southeast Region from 2022-2032 will be in the *Hospitals; Nonmetallic Mineral Product Manufacturing; Management of Companies and Enterprises; General Merchandise Retailers; and Construction of Buildings*.

Southeast Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Hospitals	8,412	9,270	858	10.2%
Nonmetallic Mineral Product Manufacturing	1,529	2,106	577	37.7%
Management of Companies and Enterprises	1,014	1,386	372	36.7%
General Merchandise Retailers	4,490	4,854	364	8.1%
Construction of Buildings	1,529	1,843	314	20.5%
Real Estate	1,021	1,304	283	27.7%
Amusement, Gambling, and Recreation Industries	1,040	1,320	280	26.9%
Repair and Maintenance	1,289	1,566	277	21.5%
Nursing and Residential Care Facilities	5,613	5,832	219	3.9%
Machinery Manufacturing	730	893	163	22.3%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032



PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Home Health and Personal Care Aides; Cashiers; and Stockers and Order Fillers*. *Amusement and Recreation Attendants; Home Health and Personal Care Aides; and Receptionists and Information Clerks* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Nursing Assistants; Heavy and Tractor-Trailer Truck Drivers; and Cooks, Restaurant* are projected to have the most openings for the **Next** category of occupations. *Cabinetmakers and Bench Carpenters; Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic; and Medical Assistants* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Registered Nurses; Human Resources Specialists; and Accountants and Auditors* are the fastest growing Later occupations.

Southeast Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

SOUTHEAST REGION

SOUTHEAST REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Home Health and Personal Care Aides	★	8,901	9,927	103	753	628	1,484	\$29,067
Cashiers	★	5,061	4,880	-18	478	482	942	\$27,161
Stockers and Order Fillers		3,367	3,497	13	214	336	563	\$33,547
Retail Salespersons	★	3,040	3,008	-3	198	239	434	\$30,419
Waiters and Waitresses		2,041	2,003	-4	174	244	414	\$29,673
NEXT OCCUPATIONS								
Nursing Assistants	★	2,519	2,685	17	165	204	386	\$34,569
Heavy and Tractor-Trailer Truck Drivers	★	3,692	3,622	-7	166	214	373	\$48,279
Cooks, Restaurant		1,663	1,608	-6	112	133	239	\$29,494
Miscellaneous Assemblers and Fabricators		1,648	1,674	3	70	105	178	\$36,581
Maintenance and Repair Workers, General	★	1,824	1,914	9	82	85	176	\$41,866
LATER OCCUPATIONS								
General and Operations Managers	★	4,269	4,342	7	107	231	345	\$63,344
Registered Nurses	★	4,137	4,493	36	143	89	268	\$75,253
Elementary School Teachers, Except Special Education		1,673	1,626	-5	55	54	104	\$46,577
Secondary School Teachers, Except Special and Career/Technical Education		1,701	1,652	-5	49	54	98	\$58,269
Substitute Teachers, Short-Term		718	696	-2	44	40	82	\$32,442

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032



DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the Southeast Region, jobs like *Registered Nurses*; *Licensed Practical & Licensed Vocational Nurses*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	470
Home Health & Personal Care Aides	390
Customer Service Representatives	190
Laborers & Freight, Stock, & Material Movers, Hand	170
Cashiers	150
NEXT OCCUPATIONS	
Licensed Practical & Licensed Vocational Nurses	530
First-Line Supervisors of Retail Sales Workers	460
Heavy & Tractor-Trailer Truck Drivers	420
Nursing Assistants	230
Food Service Managers	230
LATER OCCUPATIONS	
Registered Nurses	1,400
Physical Therapists	210
General & Operations Managers	190
Occupational Therapists	150
Speech-Language Pathologists	130

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

SOUTHWEST REGION



The Southwest Region is comprised of seven counties in the southwest corner of Missouri. This region is home to several cities, including Joplin, Neosho, and Monett.

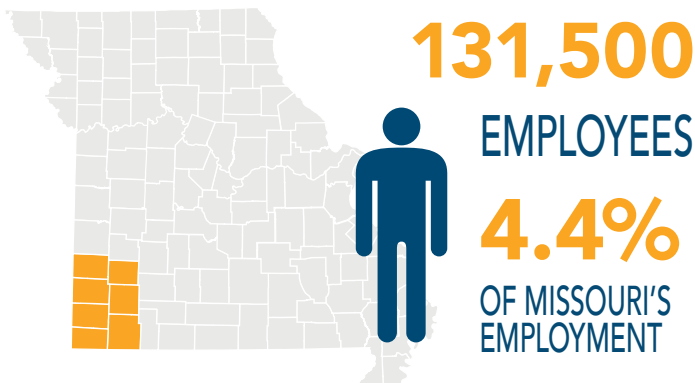
The Southwest Region workforce had more than 131,500 employees in 2023, making up 4.4 percent of Missouri's employment. In 2023, 47.2 percent of the workforce was female, and 52.8 percent was male, while the Missouri average was 50.7 percent females and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 3.1 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the Southwest Region, a trend continuing throughout Missouri and the U.S. In 2023, 23.8 percent of the workforce was age 55 or older, up from 20 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation.

For the region, 10.2 percent of the workforce was non-white and 8.9 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the Southwest Region, 7.8 percent of the population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The Southwest Region has a slightly higher percentage of the population with a disability compared to the state and the nation. For the Southwest Region, 14.0 percent of the population had a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



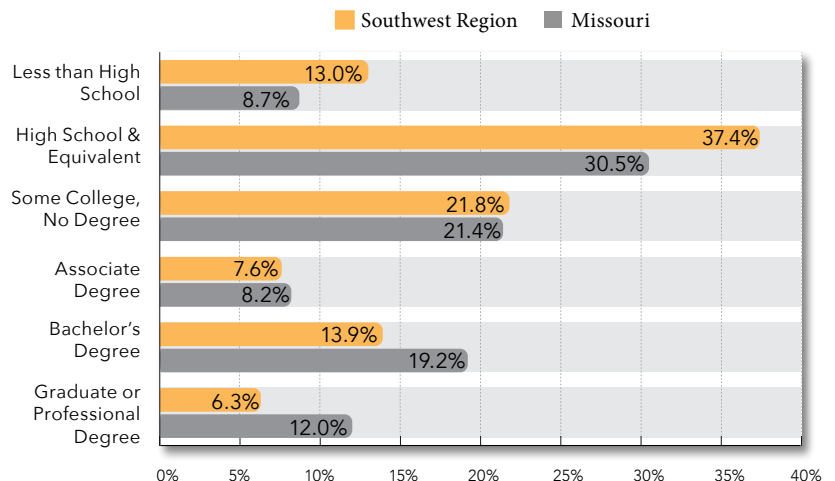
Workforce Demographics

	Southwest Region	Missouri	United States
Average Monthly Employment in 2023	131,538	2,993,587	161,037,000
Average Unemployment Rate in 2023	3.1%	3.0%	3.6%
Male	52.8%	49.3%	51.3%
Female	47.2%	50.7%	48.7%
Non-White	10.2%	17.5%	24.6%
Hispanic or Latino	8.9%	4.8%	17.7%
Ages 55 and Older	23.8%	23.6%	24.0%
With Disabilities (Ages 18-64)	14.0%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	16.2%	12.3%	11.7%
Language other than English (Ages 18-64)	7.8%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	27.8%	39.4%	43.1%
Veterans (Age 18-64)	5.3%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP, CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the Southwest Region are lower than those of the state for bachelor's or advanced degrees. Twenty-eight percent of the region's population age 25 and older has an associate, bachelor's, or advanced degree compared to 39 percent for the state, and 43 percent for the nation. About 13.0 percent of the region's population of age 25 and older had less than high school education.

Educational Attainment



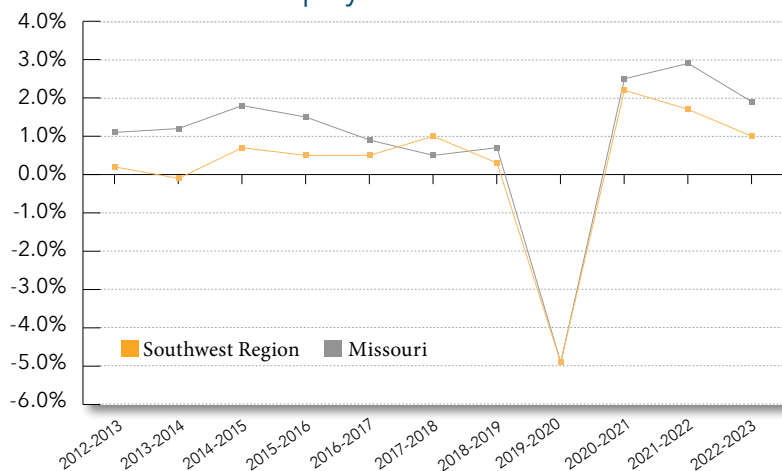
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

SOUTHWEST REGION

INDUSTRY ANALYSIS

The Southwest Region averaged over 112,600 jobs in 2023. The region gained 1,528 jobs from 2019 to 2023 and increased 1.0 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the Southwest Region averaged 0.3 percent compound annual growth for an overall increase of 1.4 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

Southwest Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Manufacturing was the largest employing industry in the region at almost 24,000 jobs in 2023. *Health Care and Social Assistance* was the second largest industry in the region with over 15,300 jobs. *Retail Trade* gained 1,001 jobs from 2019 to 2023, with a compound annualized growth rate of 1.4 percent.

Educational Services declined by 136 in employment from 2019 to 2023. *Accommodation and Food Services* gained 188 jobs at a compound annual growth rate of 0.4 percent from 2019 to 2023. Several industry sectors in the Southwest Region decreased employment between 2019 and 2023, including *Educational Services*; *Health Care and Social Assistance*; *Public Administration*; *Administrative and Support and Waste Management and Remediation Services*; and *Manufacturing*.

Southwest Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Manufacturing	24,006	23,709	-297	-0.25%	\$54,276
Health Care and Social Assistance	16,396	15,339	-1,057	-1.3%	\$57,300
Retail Trade	13,451	14,452	1,001	1.4%	\$36,780
Accommodation and Food Services	9,228	9,416	188	0.4%	\$21,636
Educational Services	9,522	9,386	-136	-0.3%	\$39,840
Transportation and Warehousing	7,409	7,979	570	1.5%	\$54,948
Construction	4,589	5,214	625	2.6%	\$54,900
Wholesale Trade	4,299	4,584	285	1.3%	\$65,760
Professional, Scientific, and Technical Services	3,140	4,579	1,439	7.8%	\$69,120
Administrative and Support and Waste Management and Remediation Services	4,970	4,316	-654	-2.8%	\$38,880
Other Services (except Public Administration)	2,840	2,976	136	0.9%	\$37,944
Public Administration	2,797	2,568	-229	-1.7%	\$36,624

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Southwest Region had higher concentrations in *Food Manufacturing*; *Animal Production and Aquaculture*; *Truck Transportation*; *Fabricated Metal Product Manufacturing*; and *Gasoline Stations and Fuel Dealers*.



FOOD MANUFACTURING

2023 Southwest Region Location Quotients

Industry	Employment	Location Quotient
Food Manufacturing	9,391	7.3
Animal Production and Aquaculture	1,078	5.4
Truck Transportation	4,958	4.3
Fabricated Metal Product Manufacturing	3,142	2.9
Gasoline Stations and Fuel Dealers	2,132	2.7
Electrical Equipment, Appliance, and Component Manufacturing	788	2.6
General Merchandise Retailers	5,265	2.2
Goods-Producing	29,441	1.7
Utilities	650	1.5
Building Material and Garden Equipment and Supplies Dealers	1,467	1.4
Warehousing and Storage	1,922	1.4
Wood Product Manufacturing	432	1.4
Motor Vehicle and Parts Dealers	2,067	1.4
Nonmetallic Mineral Product Manufacturing	404	1.3
Repair and Maintenance	1,278	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2023

SOUTHWEST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Southwest Region from 2022-2032 will be in the *Hospitals; Food Manufacturing; Motor Vehicle and Parts Dealers; Professional, Scientific, and Technical Services; and Paper Manufacturing*.

Southwest Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Hospitals	6,318	7,693	1,375	21.8%
Food Manufacturing	9,091	10,016	925	10.2%
Motor Vehicle and Parts Dealers	2,039	2,375	336	16.5%
Professional, Scientific, and Technical Services	3,222	3,531	309	9.6%
Paper Manufacturing	806	1,034	228	28.3%
Local Government, Excluding Education and Hospitals	3,822	4,023	201	5.3%
Social Assistance	2,972	3,159	187	6.3%
Health and Personal Care Retailers	619	772	153	24.7%
Utilities	727	873	146	20.1%
Total Federal Government Employment	708	836	128	18.1%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Stockers and Order Fillers; Cashiers; and Laborers and Freight, Stock, and Material Movers, Hand*. *Home Health and Personal Care Aides; Light Truck Drivers; and Stockers and Order Fillers* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Cooks, Restaurant; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Pharmacy Technicians; Cooks, Restaurant; and Food Batchmakers* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Registered Nurses; Accountants and Auditors; and Substitute Teachers, Short-Term* are the fastest growing Later occupations.

Southwest Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

SOUTHWEST REGION

SOUTHWEST REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Stockers and Order Fillers		3,500	3,851	35	229	360	624	\$33,610
Cashiers	★	3,457	3,167	-29	318	321	610	\$27,536
Laborers and Freight, Stock, and Material Movers, Hand	★	3,224	3,508	28	161	274	463	\$36,072
Retail Salespersons	★	2,696	2,880	18	183	221	422	\$30,215
Home Health and Personal Care Aides	★	2,204	2,530	33	189	158	380	\$31,239
NEXT OCCUPATIONS								
Heavy and Tractor-Trailer Truck Drivers	★	4,675	4,645	-3	211	273	481	\$49,358
Cooks, Restaurant		1,165	1,394	23	87	104	214	\$29,295
Nursing Assistants		1,245	1,348	10	82	102	194	\$34,606
Maintenance and Repair Workers, General	★	1,803	1,918	12	82	85	179	\$46,714
First-Line Supervisors of Food Preparation and Serving Workers	★	927	967	4	48	91	143	\$34,376
LATER OCCUPATIONS								
General and Operations Managers	★	3,994	4,136	14	101	218	333	\$58,323
Registered Nurses	★	3,089	3,607	52	111	69	232	\$72,005
Elementary School Teachers, Except Special Education		1,500	1,562	6	51	50	107	\$47,114
Secondary School Teachers, Except Special and Career/Technical Education		1,249	1,303	5	37	41	83	\$53,052
Accountants and Auditors		663	707	4	21	31	56	\$65,069

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the Southwest Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	630
Home Health & Personal Care Aides	470
Laborers & Freight, Stock, & Material Movers, Hand	250
Customer Service Representatives	240
Fast Food & Counter Workers	210
NEXT OCCUPATIONS	
Heavy & Tractor-Trailer Truck Drivers	760
First-Line Supervisors of Retail Sales Workers	410
Licensed Practical & Licensed Vocational Nurses	360
Production Workers, All Other	320
Maintenance & Repair Workers, General	290
LATER OCCUPATIONS	
Registered Nurses	1,410
General & Operations Managers	250
Physicians, All Other	240
Physical Therapists	170
Software Developers	150

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

ST. LOUIS REGION



The St. Louis Region is comprised of five counties and is located in the east central part of Missouri. The region is home to several cities, including Arnold, Washington, St. Charles, St. Peters, Florissant, O'Fallon, Chesterfield, and the City of St. Louis.

The St. Louis Region workforce had more than 1,055,600 employees in 2023, making up 35 percent of Missouri's employment. In 2023, 50.9 percent of the workforce was female and 49.1 percent was male, while the Missouri average was 50.7 percent females and 49.3 percent male workers in the workforce. The regional average unemployment rate in 2023 was 2.9 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the St. Louis Region, a trend continuing throughout Missouri and the U.S. In 2022, 24.0 percent of the workforce was age 55 or older, up from 19 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation.

For the region, 23.8 percent of the workforce was non-white and 3.7 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the St. Louis Region, 8.6 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

Workforce Demographics

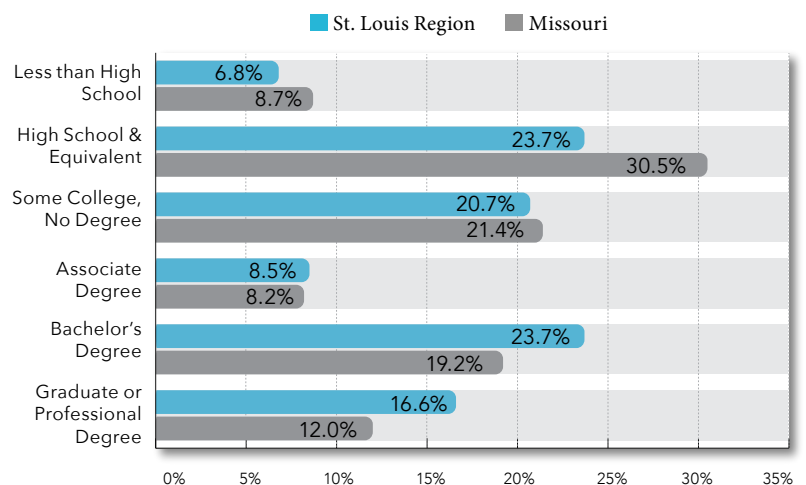
	St. Louis Region	Missouri	United States
Average Monthly Employment in 2023	1,055,649	2,993,587	161,037,000
Average Unemployment Rate in 2023	2.9%	3.0%	3.6%
Male	49.1%	49.3%	51.3%
Female	50.9%	50.7%	48.7%
Non-White	23.8%	17.5%	24.6%
Hispanic or Latino	3.7%	4.8%	17.7%
Ages 55 and Older	24.0%	23.6%	24.0%
With Disabilities (Ages 18-64)	10.2%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	9.3%	12.3%	11.7%
Language other than English (Ages 18-64)	8.6%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	48.8%	39.4%	43.1%
Veterans (Age 18-64)	3.9%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

The St. Louis Region has a lower percentage of the population with a disability compared to the state, but closely matched to the nation. For the St. Louis Region, 10.2 percent of the population has a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.

Educational attainment rates for the St. Louis Region are greater than those of the state for bachelor's or advanced degrees. About 49 percent of the region's population, age 25 and older, had an associate, bachelor's, or advanced degree compared to 39 percent for the state, and 43 percent for the nation. About 6.8 percent of the region's population of age 25 and older has less than high school education.

Educational Attainment



SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

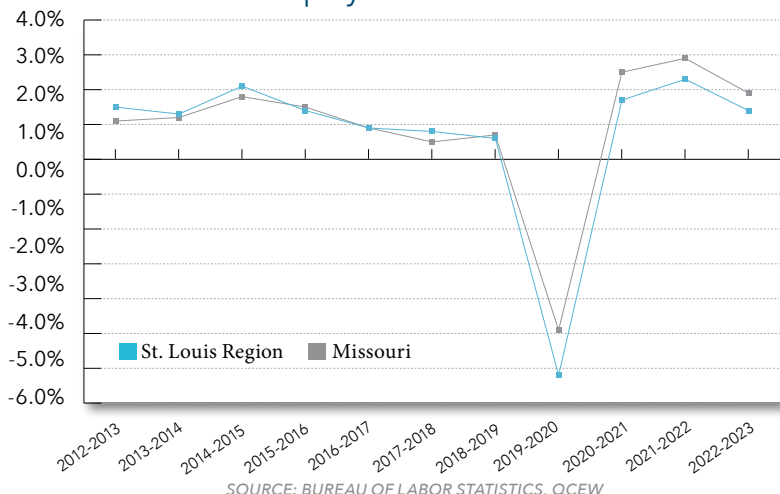
1,055,600
EMPLOYEES
35%
OF MISSOURI'S
EMPLOYMENT

ST. LOUIS REGION

INDUSTRY ANALYSIS

The St. Louis Region averaged over 1,146,300 jobs in 2023. The region gained 24,489 jobs from 2019 to 2023 and increased 1.4 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the St. Louis Region averaged 0.4 percent compound annual growth for an overall increase of 2.2 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

St. Louis Employment Annual Growth Rate



Health Care and Social Assistance was the largest employing industry in the St. Louis Region in 2023, with employment of over 191,100. *Retail Trade* was the second largest industry despite declining at an average rate of 0.2 percent a year since 2019. *Accommodation and Food Services* lost over 4,425 jobs in 2023 when compared to 2019.

Manufacturing grew at a compound annualized rate of 0.4 percent. The industry sectors with the largest increase in employment were *Health Care and Social Assistance* and *Professional, Scientific, and Technical Services*, with an increase of over 8,000 and 6,800 jobs, respectively at a rate of 0.86 and 1.9 percent compounded annually from 2019 to 2023.

Some industry sectors in the St. Louis Region lost employment between 2019 and 2023, including *Administrative and Support and Waste Management and Remediation Services*; *Retail Trade*; *Accommodation and Food Services*; and *Management of Companies and Enterprises*.

St. Louis Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	183,129	191,180	8,051	0.86%	\$63,528
Retail Trade	106,427	105,526	-901	-0.2%	\$42,516
Accommodation and Food Services	104,630	100,205	-4,425	-0.9%	\$28,284
Manufacturing	96,619	98,515	1,896	0.4%	\$87,012
Administrative and Support and Waste Management and Remediation Services	81,003	80,410	-593	-0.1%	\$59,544
Professional, Scientific, and Technical Services	72,598	79,474	6,876	1.8%	\$99,852
Educational Services	77,405	78,891	1,486	0.4%	\$59,604
Finance and Insurance	64,724	67,870	3,146	1.0%	\$101,100
Construction	57,755	62,186	4,431	1.5%	\$76,092
Wholesale Trade	55,175	58,394	3,219	1.1%	\$94,164
Transportation and Warehousing	37,512	40,894	3,382	1.7%	\$56,292
Management of Companies and Enterprises	42,209	40,386	-1,823	-0.9%	\$116,796

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE.
ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The St. Louis Region has higher concentrations in *Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services*; *Management of Companies and Enterprises*; *Chemical Manufacturing*; and *Hospitals*.



COMPUTING INFRASTRUCTURE PROVIDERS

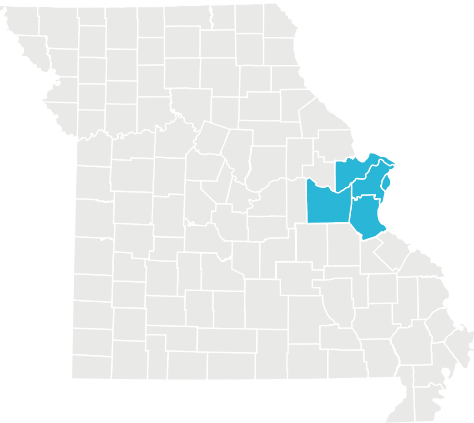
2023 St. Louis Region Location Quotients

Industry	Employment	Location Quotient
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	8,755	2.6
Management of Companies and Enterprises	36,618	2.1
Chemical Manufacturing	11,881	1.9
Hospitals	62,593	1.7
Beverage and Tobacco Product Manufacturing	3,541	1.5
Machinery Manufacturing	11,870	1.5
Printing and Related Support Activities	3,890	1.5
Social Assistance	43,478	1.4
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	10,150	1.4
Educational Services	29,540	1.4
Insurance Carriers and Related Activities	23,628	1.3
Merchant Wholesalers, Durable Goods	31,283	1.3
Museums, Historical Sites, and Similar Institutions	1,569	1.3
Telecommunications	5,779	1.3
Performing Arts, Spectator Sports, and Related Industries	4,520	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS
OF EMPLOYMENT AND WAGES, 2023

ST. LOUIS REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the St. Louis Region from 2022-2032 will be in the *Hospitals; Ambulatory Health Care Services; Amusement, Gambling, and Recreation Industries; Warehousing and Storage; and Food Services and Drinking Places*.



St. Louis Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Hospitals	68,984	89,414	20,430	29.6%
Ambulatory Health Care Services	48,044	54,218	6,174	12.9%
Amusement, Gambling, and Recreation Industries	11,411	15,827	4,416	38.7%
Warehousing and Storage	9,387	12,960	3,573	38.1%
Food Services and Drinking Places	82,300	85,655	3,355	4.1%
Insurance Carriers and Related Activities	36,412	39,765	3,353	9.2%
Real Estate	13,110	16,284	3,174	24.2%
Specialty Trade Contractors	36,979	39,864	2,885	7.8%
Administrative and Support Services	60,657	63,531	2,874	4.7%
General Merchandise Retailers	20,297	22,980	2,683	13.2%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Home Health and Personal Care Aides; Stockers and Order Fillers; and Cashiers. Locker Room, Coatroom, and Dressing Room Attendants; Amusement and Recreation Attendants; and Home Health and Personal Care Aides* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks, Restaurant; Nursing Assistants; and Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Respiratory Therapists; Diagnostic Medical Sonographers; and Food Cooking Machine Operators and Tenders* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Accountants and Auditors* are projected to have the most openings. *Nurse Practitioners; Medical and Health Services Managers; and Personal Financial Advisors* are the fastest growing Later occupations.

St. Louis Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ST. LOUIS REGION

ST. LOUIS REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Home Health and Personal Care Aides ★	38,516	44,550	603	3,323	2,771	6,697	\$24,960
Stockers and Order Fillers	22,142	25,266	312	1,475	2,321	4,108	\$37,044
Cashiers	20,913	20,036	-88	1,969	1,984	3,865	\$29,827
Retail Salespersons ★	23,018	22,821	-20	1,504	1,814	3,298	\$31,854
Waiters and Waitresses ★	14,855	15,167	31	1,291	1,814	3,136	\$35,447
NEXT OCCUPATIONS							
Cooks, Restaurant	11,891	14,974	308	916	1,095	2,319	\$35,317
Nursing Assistants	10,652	12,219	157	724	895	1,776	\$37,743
Heavy and Tractor-Trailer Truck Drivers ★	14,026	14,877	85	654	847	1,586	\$52,704
First-Line Supervisors of Food Preparation and Serving Workers	8,226	8,944	72	432	822	1,326	\$36,901
Maintenance and Repair Workers, General ★	11,111	12,206	110	514	532	1,156	\$48,357
LATER OCCUPATIONS							
General and Operations Managers ★	37,165	38,746	158	945	2,039	3,142	\$82,950
Registered Nurses ★	33,599	41,435	784	1,246	772	2,802	\$81,238
Accountants and Auditors ★	12,245	12,680	44	385	564	993	\$77,654
Software Developers ★	10,842	12,957	212	204	426	842	\$109,318
Project Management Specialists ★	9,547	10,069	52	224	452	728	\$67,061

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032



DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the St. Louis Region, jobs like *Registered Nurses*; *Retail Salespersons*; *Software Developers*; *Customer Service Representatives*; and *First-Line Supervisors of Retail Sales Workers* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	7,270
Customer Service Representatives	4,870
Secretaries & Administrative Assistants	3,530
Laborers & Freight, Stock, & Material Movers, Hand	3,520
Janitors & Cleaners	2,980
NEXT OCCUPATIONS	
First-Line Supervisors of Retail Sales Workers	4,470
Heavy & Tractor-Trailer Truck Drivers	4,280
Licensed Practical & Licensed Vocational Nurses	3,840
Sales Representatives, Wholesale & Manufacturing	3,430
Maintenance & Repair Workers, General	3,040
LATER OCCUPATIONS	
Registered Nurses	24,170
Software Developers	5,820
Computer Occupations, All Other	4,460
General & Operations Managers	3,470
Medical & Health Services Managers	3,130

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

2024 ECONOMIC REPORT

WEST CENTRAL REGION



The West Central Region is comprised of 13 counties in the west central part of Missouri. This region is home to cities including Warrensburg, Sedalia, Lexington, Clinton, and Nevada.

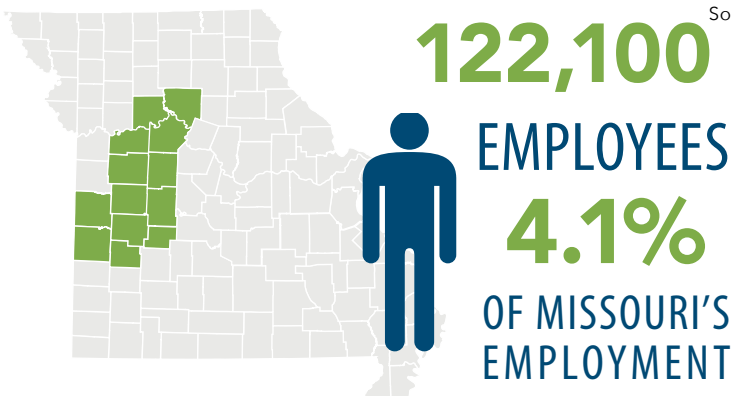
The West Central Region workforce has more than 122,100 employees in 2023, making up 4.1 percent of Missouri's employment. In 2023, 52.6 percent of the workforce was female and 47.4 percent was male, while the Missouri average was 50.7 percent females and 49.3 percent male workers in the workforce. The regional average unemployment rate for 2023 was 3.2 percent, compared to 3.0 percent for Missouri and 3.6 percent for the nation.

The workforce is getting older in the West Central Region, a trend continuing throughout Missouri and the U.S. In 2022, 25.1 percent of the workforce was age 55 or older, up from 22 percent a decade earlier. It was 23.6 percent for Missouri and 24.0 percent for the nation.

For the region, 8.3 percent of the workforce was non-white and 5.7 percent was Hispanic or Latino. This compares to the state averages of 17.5 percent non-white and 4.8 percent Hispanic or Latino.

In the West Central Region, 5.6 percent of the population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.0 percent and the U.S. was at 23.5 percent.

The West Central Region has a higher percentage of the population with a disability compared to the state and the nation. For the West Central Region, 15.8 percent of the population had a disability compared to 12.3 percent in Missouri and 10.5 percent in the U.S.



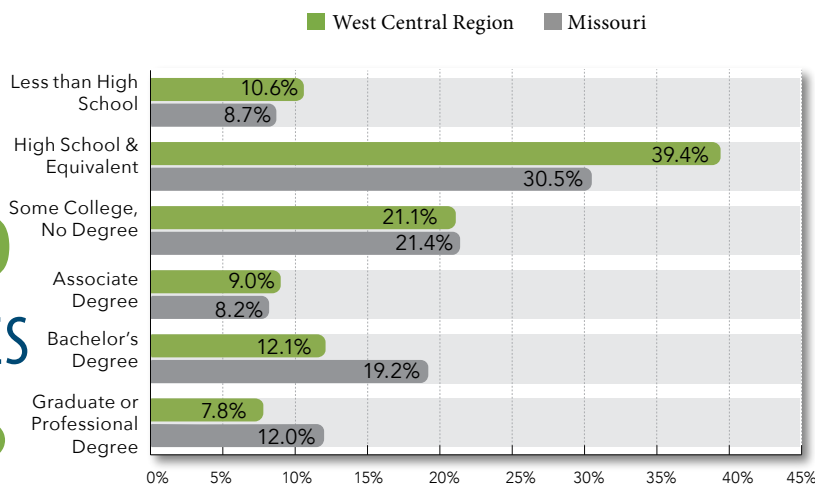
Workforce Demographics

	West Central Region	Missouri	United States
Average Monthly Employment in 2023	122,183	2,993,587	161,037,000
Average Unemployment Rate in 2023	3.2%	3.0%	3.6%
Male	47.4%	49.3%	51.3%
Female	52.6%	50.7%	48.7%
Non-White	8.3%	17.5%	24.6%
Hispanic or Latino	5.7%	4.8%	17.7%
Ages 55 and Older	25.1%	23.6%	24.0%
With Disabilities (Ages 18-64)	15.8%	12.3%	10.5%
Below Poverty Levels (Ages 18-64)	14.7%	12.3%	11.7%
Language other than English (Ages 18-64)	5.6%	7.0%	23.5%
Education of Associate Degree or Higher (25 years & Older)	28.9%	39.4%	43.1%
Veterans (Age 18-64)	6.7%	4.7%	4.3%

SOURCES: QWI 2023 Q2; PRIVATE OWNERSHIP. CENSUS 2022 ACS 5 YEARS DATA, LAUS 2023 DATA

Educational attainment rates for the West Central Region are lower than those of the state for bachelor's or advanced degrees. Twenty-nine percent of the region's population age 25 and older has an associate, bachelor's, or advanced degree compared to 39 percent for the state, and 43 percent for the nation. About 10.6 percent of the region's population of age 25 and older has less than high school education.

Educational Attainment



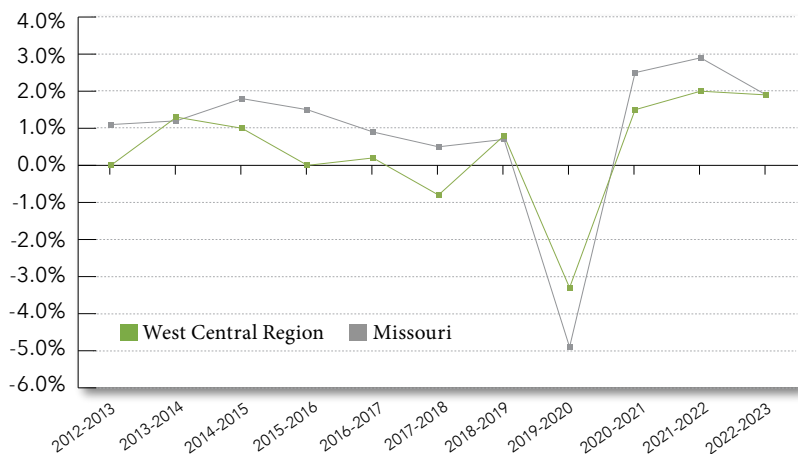
SOURCE: U.S. CENSUS BUREAU, ACS 2022, 5 YEAR ESTIMATES

WEST CENTRAL REGION

INDUSTRY ANALYSIS

The West Central Region averaged over 85,500 jobs in 2023. The region gained 2,964 jobs from 2019 to 2023 and increased 1.9 percent from 2022 to 2023. Missouri employment increased by 1.9 percent in 2023. From 2019 to 2023, the West Central Region averaged 0.7 percent compound annual growth for an overall gain of 3.6 percent. During that same period (2019-2023), Missouri's compound annual employment gain was 0.5 percent for an overall gain of 2.4 percent.

West Central Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

The *Health Care and Social Assistance* industry is the largest employing industry in the region with over 16,500 jobs. *Manufacturing* and *Retail Trade* are the next largest industries in the area, with over 13,200 and 11,000 jobs in 2023, respectively.

Retail Trade; *Manufacturing*; *Health Care and Social Assistance*; *Accommodation and Food Services*; *Educational Services*; *Construction*; and *Professional, Scientific, and Technical Services* had employment gains from 2019 to 2023.

West Central Region Top Employing Industries

	Employment 2019	Employment 2023	Net Change	2019- 2023 CAGR	2022 Annual Wages
Health Care and Social Assistance	16,100	16,504	404	0.5%	\$47,088
Manufacturing	12,363	13,261	898	1.4%	\$56,292
Retail Trade	9,997	11,017	1,020	2.0%	\$35,412
Educational Services	9,238	9,479	241	0.5%	\$38,604
Accommodation and Food Services	6,859	7,105	246	0.7%	\$19,536
Construction	3,910	4,130	220	1.1%	\$51,456
Public Administration	4,069	3,991	-78	-0.4%	\$32,592
Wholesale Trade	3,145	3,067	-78	-0.5%	\$62,916
Finance and Insurance	2,523	2,282	-241	-2.0%	\$62,532
Administrative and Support and Waste Management and Remediation Services	2,446	2,281	-165	-1.4%	\$44,364
Professional, Scientific, and Technical Services	1,939	2,136	197	2.0%	\$69,252
Other Services (except Public Administration)	2,193	2,129	-64	-0.6%	\$36,132

SOURCES: LEHD QWI, 2019-2023 QUARTER 3 DATA, LEHD QWI 2022 ANNUAL AVERAGE FOR WAGE.
ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The West Central Region has higher concentrations in *Gasoline Stations and Fuel Dealers*; *Animal Production and Aquaculture*; *Food Manufacturing*; *Primary Metal Manufacturing*; *Machinery Manufacturing*; and *Crop Production*.



GASOLINE STATIONS AND FUEL DEALERS

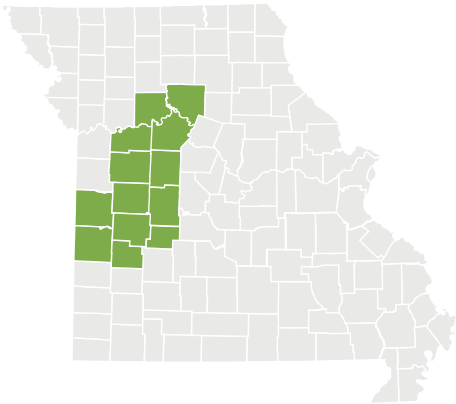
2023 West Central Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	1,907	3.3
Animal Production and Aquaculture	417	2.8
Food Manufacturing	2,274	2.3
Primary Metal Manufacturing	472	2.3
Machinery Manufacturing	1,409	2.2
Crop Production	653	2.1
Nursing and Residential Care Facilities	3,553	2.0
Fabricated Metal Product Manufacturing	1,622	2.0
Support Activities for Agriculture and Forestry	336	1.6
Motor Vehicle and Parts Dealers	1,695	1.5
General Merchandise Retailers	2,678	1.5
Goods-Producing	18,196	1.4
Building Material and Garden Equipment and Supplies Dealers	1,057	1.3
Merchant Wholesalers, Nondurable Goods	1,611	1.3
Social Assistance	3,008	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS
OF EMPLOYMENT AND WAGES, 2023

WEST CENTRAL REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the West Central Region from 2022-2032 will be in the *General Merchandise Retailers; Ambulatory Health Care Services; Merchant Wholesalers, Nondurable Goods; Total Self Employed and Unpaid Family Workers, All Jobs; and Professional, Scientific, and Technical Services.*



West Central Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
General Merchandise Retailers	2,961	3,432	471	15.9%
Ambulatory Health Care Services	2,350	2,757	407	17.3%
Merchant Wholesalers, Nondurable Goods	1,790	2,092	302	16.9%
Total Self Employed and Unpaid Family Workers, All Jobs	5,227	5,501	274	5.2%
Professional, Scientific, and Technical Services	1,823	2,029	206	11.3%
Local Government, Excluding Education and Hospitals	5,266	5,472	206	3.9%
Construction of Buildings	730	855	125	17.1%
Machinery Manufacturing	1,566	1,666	100	6.4%
Nursing and Residential Care Facilities	3,657	3,751	94	2.6%
Motor Vehicle and Parts Dealers	1,682	1,767	85	5.1%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONS PROJECTIONS

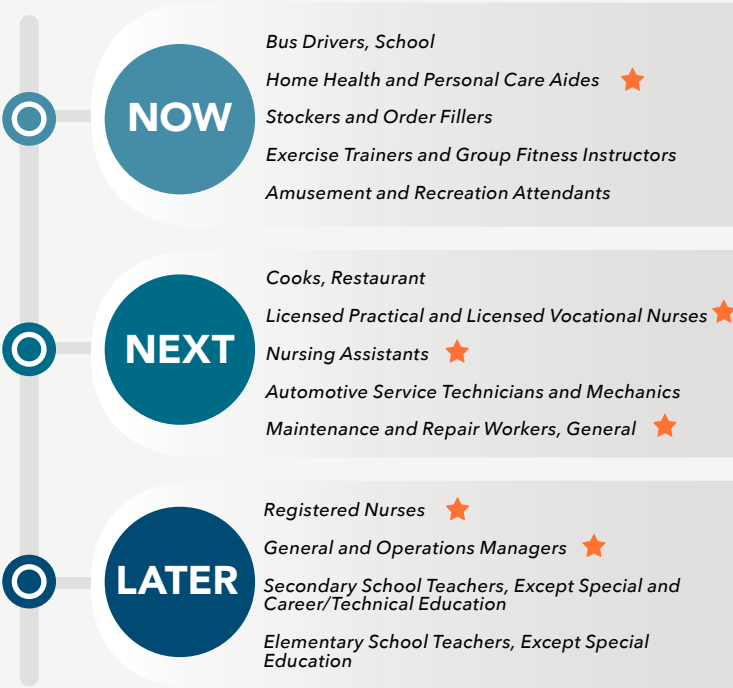
MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Cashiers; Home Health and Personal Care Aides; and Stockers and Order Fillers.* *Bus Drivers, School; Home Health and Personal Care Aides; and Stockers and Order Fillers* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Nursing Assistants; Cooks, Restaurant; and Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Cooks, Restaurant; Licensed Practical and Licensed Vocational Nurses; and Nursing Assistants* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Elementary School Teachers, Except Special Education; and Registered Nurses* are projected to have the most openings. *Registered Nurses; General and Operations Managers; and Secondary School Teachers, Except Special and Career/Technical Education* are the fastest growing Later occupations.

West Central Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

WEST CENTRAL REGION

WEST CENTRAL REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Cashiers	★	3,133	2,788	-34	285	287	538	\$27,285
Home Health and Personal Care Aides	★	2,851	3,381	53	249	208	510	\$28,282
Stockers and Order Fillers		1,750	2,027	28	118	185	331	\$33,217
Laborers and Freight, Stock, and Material Movers, Hand	★	1,608	1,643	4	78	132	214	\$34,088
Fast Food and Counter Workers	★	928	937	1	103	110	214	\$27,343
NEXT OCCUPATIONS								
Nursing Assistants	★	1,437	1,538	10	94	116	220	\$32,828
Cooks, Restaurant		891	1,066	18	67	80	165	\$29,913
Heavy and Tractor-Trailer Truck Drivers	★	1,384	1,412	3	63	82	148	\$47,223
Teaching Assistants, Except Postsecondary		1,005	1,007	0	57	60	117	\$29,518
Miscellaneous Assemblers and Fabricators		1,098	1,046	-5	46	68	109	\$35,320
LATER OCCUPATIONS								
General and Operations Managers	★	2,634	2,733	10	67	144	221	\$61,328
Elementary School Teachers, Except Special Education		1,749	1,767	2	59	58	119	\$46,375
Registered Nurses	★	1,574	1,759	18	55	34	107	\$71,889
Secondary School Teachers, Except Special and Career/Technical Education		1,020	1,033	1	30	33	64	\$49,304
Accountants and Auditors		493	515	2	16	23	41	\$58,807

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2023 to April 30, 2024 by Lightcast™ for the Central Region, jobs like *Registered Nurses*; *Retail Salespersons*; *Home Health & Personal Care Aides*; and *Licensed Practical and Licensed Vocational Nurses* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	520
Home Health & Personal Care Aides	510
Fast Food & Counter Workers	260
Laborers & Freight, Stock, & Material Movers, Hand	220
Customer Service Representatives	170
NEXT OCCUPATIONS	
Licensed Practical & Licensed Vocational Nurses	440
Heavy & Tractor-Trailer Truck Drivers	420
First-Line Supervisors of Retail Sales Workers	410
Merchandise Displayers & Window Trimmers	270
Food Service Managers	260
LATER OCCUPATIONS	
Registered Nurses	890
Physical Therapists	210
General & Operations Managers	170
Medical & Health Services Managers	140
Postsecondary Teachers	120

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2023 - APRIL 30, 2024

DATA SOURCES

GROSS DOMESTIC PRODUCT

U.S. Bureau of Economic Analysis.
Annual Gross Domestic Product by State.
Real GDP in chained 2017 dollars.

<https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step>

PERSONAL INCOME

U.S. Bureau of Economic Analysis.
Annual Personal Income and Employment by State. Current dollars (not adjusted for inflation).

<https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step>

COST OF LIVING

The Council for Community and Economic Research (C2ER).
Cost of Living Index.

<https://www.coli.org/>

CIVILIAN LABOR FORCE

U.S. Dept. of Labor, Bureau of Labor Statistics.
Demographics from the Current Population Survey.

<https://www.bls.gov/cps/demographics.htm>

U.S. Dept. of Labor, Bureau of Labor Statistics.
Local Area Unemployment Statistics.

<https://www.bls.gov/data/#unemployment>

EMPLOYMENT & UNEMPLOYMENT

U.S. Dept. of Labor, Bureau of Labor Statistics.
Local Area Unemployment Statistics.

<https://www.bls.gov/data/#unemployment>

U.S. Dept. of Labor, Bureau of Labor Statistics.
Current Employment Statistics.

<https://www.bls.gov/data/#employment>

MERIC in cooperation with the U.S.
Dept. of Labor, Bureau of Labor Statistics.
Quarterly Census of Employment and Wages, micro-data, 2019-2023.

U.S. Dept. of Labor, Employment
and Training Administration (ETA).
The Workforce Innovation and Opportunity Act of 2014.

<https://www.doleta.gov/wioa/>

WORKFORCE DEMOGRAPHICS

Disability, Poverty Level, Language, Educational Attainment

U.S. Census Bureau.
American Community Survey (ACS) 2022 5-Year Estimates.

<https://data.census.gov/cedsci/>

Employment and Unemployment

U.S. Bureau of Labor Statistics. Local Area Unemployment Statistics.

<https://www.bls.gov/lau/#tables>

Sex, Age, Race, Ethnicity

U.S. Census Bureau. Longitudinal Employer Household Dynamics (LEHD). LED Extraction Tool. 2023 3rd quarter.

<https://ledextract.ces.census.gov/static/data.html>

INDUSTRY ANALYSIS

Missouri Economic Research and Information Center (MERIC)
in cooperation with the U.S. Bureau of Labor Statistics (BLS).
Quarterly Census of Employment and Wages (QCEW).

https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables

LABOR MARKET ANALYSIS

MERIC in cooperation with the U.S. Bureau of Labor Statistics.
Local Area Unemployment Statistics (LAUS).

Data not seasonally adjusted.

<https://meric.mo.gov/data/unemployment>

MERIC in cooperation with Lightcast™
(formerly EMSI Burning Glass Technologies).

Lightcast™

MERIC in cooperation with the Missouri Office of Workforce
Development.

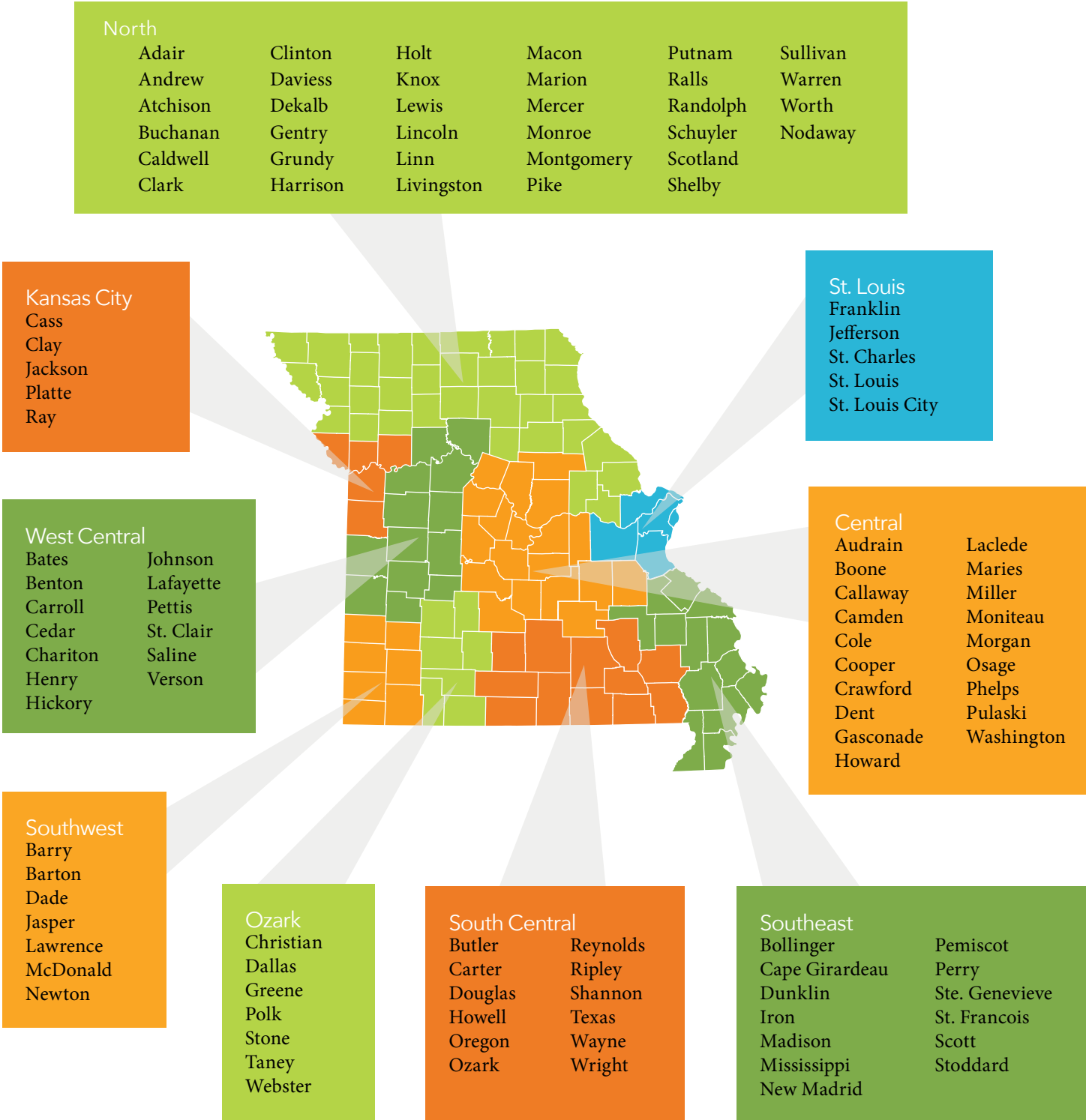
OCCUPATIONAL PROJECTIONS

MERIC in cooperation with the U.S. Dept. of
Labor, Employment and Training Administration.
Occupational Employment Projections.

<https://meric.mo.gov/workforce-research/occupational-projections>

APPENDIX

MISSOURI WORKFORCE DEVELOPMENT REGIONS BY COUNTY





dhewd.mo.gov

